



Cripps announces wave of appointments and promotions

Top 100 law firm Cripps has announced a wave of appointments and promotions including two new senior firmwide roles, a new non-executive director, and 22 promotions across its teams, all effective from 1 May 2023.

[Emma Richardson](#) has joined the firm in the role of Director of People and Talent Development. Emma joins from Lewis Silkin where she was responsible for the HR consultancy service. At Cripps, she will be responsible for developing and delivering the people agenda, which aims to attract and retain the best talent, and forms part of Cripps' five year growth strategy.

In a newly created role, [Liz Carter](#), previously a business development manager at the firm, will be starting as Purpose and Impact Manager. This role has been created to develop Cripps' approach to environmental, social and governance (ESG) issues. It is a varied role which involves working with the community as well as pushing forward the firm's ambition to achieve B Corp accreditation and become a net zero business.

Alongside these key appointments, Cripps has announced a wave of promotions including four new partners – [Dino Sikkel](#) (specialist disputes), [Helen Fisher](#) (family), [Victoria Murray](#) (real estate) and [Mark Cheesman](#) (facilities) – four legal directors, three managing associates and five senior associates. There have also been several promotions across the firm's business services teams.

Jennifer Emery has been appointed to the Cripps Board in the role of non-executive director. Jennifer is considered a leader in purpose, culture and transformational change in people-centred organisations. Formerly Director of Strategy and Integration at CMS, her first book, *Leading for Organisational Change – Building Purpose, Motivation and Belonging*, was shortlisted for Business Book of the Year in 2019. She has also featured in the FT's 2019 list of 50 Most Influential Women in Engineering.

[James Beaton](#), who becomes Managing Partner from 1 May, commented on the new moves:

"We are excited to have Emma joining the firm, bringing with her a huge amount of energy and experience. We strive to be a people-first business and Emma's input will be vital in developing and achieving our strategy to attract and retain the best talent in a rewarding and inclusive workplace."

Over the last year, we have spent considerable time putting structure around our purpose, values and vision. At the heart of this is a triple bottom line approach to people, planet and profit. Liz is passionate about sustainability in its broadest sense and will play a pivotal role in driving our purpose forward and ensuring it is embedded throughout our business."

Finally, it is great to be able to recognise and reward so many of our people with promotions this year and celebrate their continuing career at Cripps. Congratulations to them all."

[Mike Scott](#), senior partner, added:

"We are thrilled to welcome Jenni to the Cripps Board. Her record speaks for itself and her guidance will be invaluable as we continue to deliver our strategy, with the aim of becoming the pre-eminent law firm in the South."



Sadly we will be saying goodbye to our non-executive director Simon Slater, as he finishes his term on the Board. We have been immensely grateful to Simon for his advice and guidance over the last five years, particularly during Cripps' merger with Pemberton Greenish and our rebrand last year."

Cripps has also announced the retirement of two senior members of staff, both retiring 30 April – Gavin Tyler and Kerry Glanville.

Gavin has been at Cripps since 1984, and been Managing Partner for the last ten years. During his tenure, Cripps has seen significant growth, increasing revenue from £18m to £41m. He has also overseen two mergers (Vertex Law in 2013 and Pemberton Greenish in 2018), and two major office relocations (in Tunbridge Wells and London) and guided the firm through the challenges of Covid returning it to year on year growth.

Kerry was the former senior partner at legacy firm Pemberton Greenish, having joined Lee and Pembertons in 1998. During her career as a real estate litigator she has been involved in many of the landmark enfranchisement cases over the last 20 years, earning her recognition in The Lawyer Hot 100 (2019) and the Legal 500 Hall of Fame.

James said:

"I'd also like to take this opportunity to wish Gavin and Kerry all the best in their retirement.

Having worked with Gavin for many years, I have seen how much effort and energy he has dedicated to the success of Cripps. He has been truly dedicated to the cause for the last 40 years and has made a hugely positive and lasting impact on the firm.

Both Gavin and Kerry have been instrumental in making Cripps the firm it is today, and they will be very much missed."