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# Pricing Manager

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Widely recognized as Canada's leading litigation practice, we have successfully represented clients' interests in some of the most complex, high-profile cases in Canadian legal history. Focusing exclusively on litigation and advocacy, we practice across dozens of legal areas and industries and represent our clients where it counts – on our feet in all levels of the courts and before every kind of tribunal. Our subject-matter expertise and extensive courtroom experience is consistently recognized by clients, peers, and senior members of the legal profession in leading legal publications, including Chambers Canada and Lexpert. We offer the opportunity to work alongside and learn from some of Canada's most highly regarded litigators. Our partners are ranked among the best of their peers nationally and lead a mentoring and development program that attracts gifted lawyers who are committed to upholding the highest professional standards.

Lenczner Slaght is currently seeking a **Pricing Manager**.

## ROLE DESCRIPTION

The Pricing Manager will join the Pricing team under the leadership of the Managing Director, Strategic Planning. Primary responsibilities will involve creating matter budgets and fee arrangements while advising lawyers on the principles of pricing, profitability, and client values.

## ROLES & RESPONSIBILITIES

### Setting the price

- › Collaborate with lawyers and business leaders to develop budgets and fee arrangements
- › Support business development team by advising and delivering on pricing strategies
- › Advise lawyers and business leaders on pricing options and profit principles
- › Extract and analyze historical data to support budget and fee arrangement recommendation
- › Develop financial models to support budget and fee arrangement recommendations
- › Effectively communicate relevant analysis to lawyers and business leaders
- › Deliver budgets and fee arrangements in a timely manner

### Monitoring the price

- › Review the performance of all existing budgets and fee arrangements
- › Identify opportunities for enhancing current and future performance
- › Proactively advise lawyers and finance to ensure no surprises for lawyers or clients
- › Develop metrics and reporting tools to clearly illustrate trends and analysis in pricing performance at practice, client, and firm levels

### Leading & managing people

- › Drive the development and monitoring of budgets and fee arrangements through positive collaboration with Pricing Analyst, lawyers, and business leaders
- › Lead and develop the Pricing Analyst through monthly one-on-one meetings and daily coaching and mentoring

### **Providing outstanding client service**

- Consistently respond to all firm members in a timely manner, with a sense of urgency
- Proactively drive the price setting and monitoring process, with persistence to see through to completion
- Coach and educate lawyers on pricing principles
- Become recognized as the internal pricing expert and point person for all pricing needs

### **Driving pricing improvement**

- Develop and maintain the process for capturing and leveraging historical data to better forecast budgets and fee arrangements
- Develop and maintain processes, templates, checklists, and internal communications
- Develop policies, procedures, and documentation
- Develop modeling methodologies
- Develop and deliver internal training and references materials
- Participate in the annual standard rate setting process
- Collaborate on establishing systems to improve setting and management of discounts
- Remain informed about global and legal pricing trends and best practices

### **Demonstrating Results**

- Develop monthly reports on client and matter performance against budgets and fee arrangements
- Develop monthly reports on Pricing results including price setting, monitoring, client service and improvements

## **EDUCATION, SKILLS & EXPERIENCE**

- In-depth understanding litigation service delivery processes is essential and required
- Advance Excel skills
- Mastery of financial modeling
- Bachelor's degree in business, finance, accounting, economics, or statistics
- A minimum of five years legal experience
- Exceptional oral and written communication skills

## **KEY COMPETENCIES**

- **Communication skills** – Delivers complex oral and written content in a clear and concise manner
- **Critical thinking, analytical and decision making** – Applies understanding of pricing principles, legal service deliver process and client values to arrive at recommendations
- **Customer service** – Initiates and supports actions to set and monitor the price, ensuring no surprises for lawyers or clients
- **Delivers high performance and results** – Ability to set, prioritize and deliver on all commitments
- **Ownership/accountability** – Commits to ensuring the price is set, monitored, and communicated and that the message is received, and appropriate actions taken by stakeholders

- **Planning, organization, and execution** – Plans, prioritizes, and delivers results
- **Positive attitude** – Motivates the team, demonstrates flexibility, and looks for solutions to challenges
- **Teamwork** – Collaborates effectively with all stakeholders to problem solve and improve processes

#### OTHER INFORMATION

- **Reporting Details:** Reports to Managing Director.

#### WHAT DIFFERENTIATES US?

We are a firm with deep values, centered around our commitment to excellence and winning. We are also dedicated to promoting and advancing equity, diversity and inclusion in our workplace and in the legal profession. We maintain an inclusive work environment comprised of people with diverse perspectives, backgrounds, identities, and cultures who are all valued, respected, and have an equal opportunity to develop, advance, and be heard. We have developed several award-winning and forward-thinking initiatives, including resume anonymization in student recruitment to decrease barriers for diverse candidates and [ReferToHer™](#), a program aimed to balance the scales on referrals for female lawyers. We have also made continuous process improvement and innovation a key strategic priority. Learn more about our programs on [www.litigate.com](http://www.litigate.com).

**Qualified candidates are asked to submit their cover letter and resume [HERE](#).**

*Lenczner Slaght invites applications from all qualified candidates. We are committed to employment equity and diversity in the workplace. Accommodation will be provided in all parts of the recruitment and hiring process. Please direct all requests and questions to **Lynsey Clement** (Manager, Human Resources).*