

JOB DESCRIPTION

Job Title:	Lawyer / Senior Lawyer (Planning and Highways)
Office:	Pathfinder Legal Services Limited
Directorate:	Planning and Highways
Reports to:	Principal Lawyer (Planning and Highways)
Grade:	C:6 - E
Location:	Shefford / Huntingdon / Northampton (but with to travel to other offices as required)
Hours:	Full Time (37 hours)

OVERALL PURPOSE OF THE JOB

To provide a range of public sector and not for profit clients with a professional and innovative legal service predominantly regarding planning, large scale development and highways matters connected with their functions and other areas of legal practice where necessary.

MAIN ACCOUNTABILITIES

1. To act as a legal advisor to the client organisations in planning, large scale development and highways and other corporate or constitutional and administrative matters to ensure compliance with statutory duties and obligations and to protect the best interests of the client organisations.
2. Advising and negotiating on projects involving multiple agencies and client interests, including the third sector and charitable organisations.
3. Act as a source of legal advice and support to any of the client Committees and Directorates as directed to cover the absence of colleagues.
4. To represent clients in negotiations and discussions with third parties in matters regarding the areas of legal practice relevant to the post.
5. To support the Pathfinder Legal Services Ltd Leadership team in building and maintaining effective working relationships with clients to ensure the delivery of a seamless and client focussed service.
6. To promote Pathfinder Legal Services Ltd and to identify further areas of development to both existing and potential work streams.
7. To support the Pathfinder Legal Services Ltd Leadership team by complying with all of Pathfinder Legal Services' practice management requirements including time recording and billing, SRA Compliance, Lexcel and other accreditation schemes.

8. To support the Pathfinder Legal Services Ltd Leadership team in developing and maintaining effective partnerships, networks and joint working arrangements to ensure the most effective provision of Legal Services to meet the needs and aspirations of clients.
9. To contribute to the development, training or mentoring of colleagues where required.
10. To supervise other members of the team in a line management capacity where required.
11. To deputise for the Head of Service where required.
12. Develop, provide legal input and deliver training courses to relevant persons to increase the client's awareness of relevant legal issues and to increase their self-sufficiency.
13. To carry out such other legal work and other tasks as required by the Director of Pathfinder Legal Services Ltd, Heads of Service or Principal Lawyer from time to time including work within other unrelated legal fields.
14. To act as an authorised signatory for an appropriate shareholder client.
15. To buddy, train and support colleagues.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

PERSON SPECIFICATION			
POSITION:	Lawyer / Senior Lawyer (Planning and Highways)	REPORTS TO:	Principal Lawyer (Planning and Highways)
SERVICE:	Pathfinder Legal Services Ltd	OFFICE:	Planning and Highways
GRADE:	C:6/E	LOCATION:	Sheffield / Huntingdon / Northampton (with travel to other offices as required)

The following criteria are appropriate for this post. You must meet the essential criteria in order to be shortlisted for the post and it would be advantageous if you meet the desirable criteria.

QUALIFICATIONS	
<p><u>Essential</u></p> <ul style="list-style-type: none"> Solicitor of the Supreme Court of England and Wales or member of the Bar who has completed pupillage or qualified Fellow of the Institute of Legal Executives or Chartered Legal Executive. 	
KNOWLEDGE AND EXPERIENCE	
<p><u>Essential</u></p> <p>Lawyer</p> <ul style="list-style-type: none"> Knowledge of planning law (either residential or minerals and waste), development and/or highways related law. Knowledge of residential or minerals and waste planning, development and/or highways related matters Knowledge of planning and development projects including section 106 agreements. 	<p><u>Desirable</u></p> <ul style="list-style-type: none"> At least 2 years post qualification experience preferably gained in a Local Authority setting. Experience of advising on rights of way, village green, common land and traveller matters. Experience of working for a range of public sector clients.

- Knowledge of the working of Committees, working groups and project boards
- Ability to conduct legal research, interpret legislation and summarise the key points of relevant legislation and case law.
- Ability to develop client relationships and identify areas for expansion of work.

Senior Lawyer

- At least 10 years post qualification experience of planning, development or highways work, preferably gained in a Local Authority setting.
- Ability to apply planning law (either residential or minerals and waste), development and/or highways related law.
- Experience of conducting complex transactions involving residential or minerals and waste planning, development and/or highways related matters
- Experience of advising on large scale planning and development projects including section 106 agreements.
- Experience of providing advice at Committees, working groups and project boards
- Ability to undertake own advocacy.
- Experience of successfully defending judicial review proceedings
- Ability to conduct legal research, interpret legislation and summarise the key points of relevant legislation and case law.
- Ability to develop client relationships and identify areas for expansion of work.

SKILLS

Essential

- Ability to work under own initiative, and to look ahead, anticipate challenges and deal with them pro-actively
- Ability to communicate effectively both verbally and in writing with a diverse range of persons/organisations
- Ability to work unsupervised and decisively to provide sound and clear advice on own initiatives
- Ability to work under pressure and meet tight deadlines

Desirable

- Flexibility with office hours – working to the demands of the job – and ability to attend evening meetings if required.
- Ability to train, coach and mentor colleagues within the team
- Ability to develop and express creative proposals for continuous improvement of services
- An approach to problem solving that demonstrates an awareness of the Council’s corporate priorities

- Ability to plan and prioritise work effectively to meet own objectives and those of the team
- Ability to adapt to change
- Flexible approach to team work with a willingness to provide cover in colleagues' absence and to pick up work outside of own specialism if necessary
- Ability to learn and master new areas of law and legal practice quickly
- Ability to evaluate information in complex situations and the confidence to take sound decisions independently
- Ability to travel to meetings at client offices and to work in the other locations when necessary
- Drive, enthusiasm, versatility and self-motivation
- Excellent IT skills including experience of Microsoft Office, internet search tools and bespoke software including performance and case management systems.
- A commitment to Lexcel / Quality Management Standards
- Experience of devising and delivering legal briefings and/or training programmes

EQUAL OPPORTUNITIES & HEALTH & SAFETY

Essential

- Ability to demonstrate awareness and understanding of equal opportunities and other people's behaviour, physical, social and welfare needs
- Ability to demonstrate a clear understanding of, and commitment to, health & safety