
Recruitment information

Job description and person specification

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|---------------------------|---|
| Your title | Solicitor |
| DBS check | This post requires a Basic Check The aspects of this role that require this level of check are: due to the sensitive and confidential nature of the information handled. |
| Post number | FCS - PRN000323 |
| Your team | Legal Services |
| You would be based | Civic Centre, Esher |
| Your line manager | Senior Solicitor |

About the role

You will be assisting the Head of Legal, Law Practice Manager and other staff in the Legal Team in delivering an effective legal service to the corporate client.

The main purpose of the role:

To carry out legal work in support of the Council's activities and functions, including planning, general property, contracts and other tasks as may be assigned.

Specific duties and responsibilities

1. The provision of full legal advice and services in the area of Town and Country Planning, general property (including landlord and tenant), contracts, statutory orders and other miscellaneous matters.
2. Working as part of a busy and friendly in-house legal team, engaging with and covering for colleagues as necessary, helping the team maintain its LEXCEL accreditation and contributing to the achievement of Service Delivery Plan objectives.
3. The provision of advice and the drafting of documents and notices associated with Town and Country Planning, including the review, preparation and variation of planning obligations (e.g. Section 106), consideration of applications for, and evidence in support of, Certificates of Lawful Existing Use and Development; advice and assistance with planning compliance.
4. Prepare, review, update and approve all types of property contract and property-related documentation. Advising and supporting a very busy & commercially focussed Asset Management and Property Services team. Advising on common land and open space property management including liaison with colleagues in the Leisure team including some enforcement work in relation to unauthorised encampments. Undertaking applications for Land Registration in relation to the minor amount of unregistered Council owned land remaining in the Borough.
5. Assisting with Information Governance and the Council's obligations arising from the Freedom of Information Act 2000 and Data Protection Act 2018.

6. Prepare and approve reports relevant to practice areas as may be required from time to time for Council committees, sub-committees and working groups of officers and/or members.
7. Carry out such tasks and discharge such responsibilities as may from time to time be allocated by the line manager or the Head of Legal Services.
8. Attend Planning and planning sub-Committee meetings as and when necessary to provide legal advice.
9. Attend and provide legal advice to Members at other Council Committee meetings as necessary.

What's missing?

Our job descriptions cover as much of the role as we can possibly get down in writing, but issues will arise, and we hope and expect that you will understand that and take on-board other tasks from time-to-time, in keeping with your role of course.

Your conduct

We expect the highest standards of conduct from our employees and at all time you must carry out your duties with integrity and in accordance with the Code of Conduct for employees.

Equal opportunities

We have a strong commitment to achieving equality of opportunity and expect all employees to implement and promote our policy in their own work.

Health and safety

We are committed to a healthy and safe working environment and expect all employees to implement and promote its policy in all aspects of their work.

Personal and sensitive data

You will have regard for the duty of care owed to personal data and sensitive personal data and any other confidential or sensitive information which you access in the course of your employment ensuring adherence to the Data Protection Act and the Council's Information Security Policy and related guidance.

Talent development

We have a talent development programme that includes regular one-to-ones, mid-year reviews, end of year performance reviews and a strong and varied learning and development programme.

You will be expected to get involved in this talent programme to ensure you are performing at the highest level.

Confidentiality

We are committed to maintaining privacy of all staff and customers. We expect all staff to handle all individuals' personal information in a sensitive and professional manner. All staff are under an obligation not to gain access or attempt to gain access to information they are not authorised to have.

Person specification

Please read the details on this form carefully before you complete your Application Form. This form lists the essential requirements needed in order to do the job.

Your written application will be considered in relation to the essential knowledge, skills, abilities, education and experience required for the job and candidates will therefore be selected for interview on this basis.

Elmbridge Borough Council is committed to providing the best possible services and ensuring they are accessible to all who need them irrespective of race, colour, ethnic or national origin, religious or political belief, Trade Union activity, age, disability, being male or female, married or unmarried, sexuality.

What you need to tell us on your application form:

- You will need to tell us throughout your application form and at interview how you can contribute to providing good quality services for all.
- For each of the requirements listed overleaf, you will need to explain how your skills, abilities, knowledge, education and experience make you suitable for this post.
- These may have been gained through previous employment, voluntary/community work, spare time activities, home responsibilities, training or languages spoken.
- You should also include anything else relevant to the job which you think we should know about.

We regret that we can only consider applicants who are already eligible to work in the United Kingdom.

Insert title: Solicitor (with Planning bias)

Team: Legal

Salary: £42,291- £46,588

Post no: PRN000323

Hours: 36

Qualifications and education

| No. | Key requirements | Desirable/essential | To be tested by: Application1 (A) Test (T) Interview (I) |
|------------|--|----------------------------|---|
| | Legal Executive, Solicitor or Barrister | E | (A) |
| | Legal Practice Certificate or equivalent | E | (A) |

Experience

| No. | Key requirements | Desirable/essential | To be tested by: Application1 (A) Test (T) Interview (I) |
|------------|--|----------------------------|---|
| | Significant experience in the practice areas required for the post in a local government or similar legal office | E | (A)(I) |
| | Experience of working in Local Government and working with Members | E | (A)(I) |

Knowledge, skills and abilities

| No. | Key requirements | Desirable/essential | To be tested by: Application1 (A) Test (T) Interview (I) |
|------------|--|----------------------------|---|
| | Keeps up to date with changes in own area of expertise | E | (A)(I) |
| | Applies technical/professional knowledge to provide customers (internal and external) with the required service | E | (A)(I) |
| | A good understanding of modern political arrangements and an appreciation of working with Members of the Council | D | (A)(I) |
| | Proficiency in Planning Law and Practice | E | (A)(I) |
| | Develops on the job expertise to meet job requirements | E | (A)(I) |

| Working with others | | | |
|----------------------------|---|---|--------|
| | Honest and fair in dealing with others and tolerant of different working styles | E | (A)(I) |
| | Contributes ideas and suggestions to improve teamwork | D | (A)(I) |
| | Has a flexible attitude to team roles and shares own knowledge, experience and skills to improve team performance | E | (A)(I) |
| | Willing to learn from others | D | (A)(I) |

| Customer Focus | | | |
|-----------------------|--|---|--------|
| | Seeks to find solutions to customers' needs themselves but knows when to refer to line manager | E | (A)(I) |
| | Maintains the reputation of the Council by adopting a professional and courteous approach | E | (A)(I) |
| | Understands how own role and actions affect customers and the Council | D | (A)(I) |

| Communications | | | |
|-----------------------|--|---|--------|
| | Listens effectively and asks questions where appropriate | D | (A)(I) |
| | Speaks and writes clearly | E | (A)(I) |
| | Communications tactfully and sensitively | E | (A)(I) |

| Personal Attributes | | | |
|----------------------------|---|---|--------|
| | Seeks opportunities to learn and develop new skills | E | (A)(I) |
| | Ability to conduct research, analyse and interpret precedents according to legal requirements | E | (A)(I) |
| | Uses time and resources cost effectively and uses recycling where possible | E | (A)(I) |
| | Responds positively to feedback | D | (A)(I) |

Special requirements

| No. | Key requirements | Desirable/essential | To be tested by: Application1 (A) Test (T) Interview (I) |
|------------|---|----------------------------|---|
| | Access to a suitable vehicle for use at work and hold a current driving licence | E | (A)(I) |
| | Able to attend evening committee and other meetings as required | E | (A)(I) |

| | | | |
|--|--|---|--------|
| | Willingness to undertake a basic DBS disclosure check, which is a requirement of this post | E | (A)(I) |
|--|--|---|--------|