

Job Description

Job Title:	Employment Lawyer
Team:	Company & Commercial
Reporting to:	Head of Department
Salary:	Commensurate with Experience

Laceys well-established and trusted employment lawyers provide clear, sound commercial advice to clients on all aspects of employment law and HR. The team supports employers of all sizes, across varied businesses and industries.

Laceys is recognised in the Legal 500, demonstrating our strength and depth of legal advice across a range of services, for both individuals and businesses.

Our employment lawyers collaborate closely with our Corporate and Commercial team if client projects require these services to achieve their end goal, particularly when the team are supporting the buying or selling of businesses, business restructuring, shareholder agreements or restrictive covenants. They also advise employers and employees on their rights and bring and defend claims in the Employment Tribunal.

The Role:

Focussing mainly on, advising on all aspects of employment law and HR matters. This includes:

- Provision of legal advice and assistance to Laceys' existing clients, whilst developing your own client base
- Bringing and defending employment claims
- Ability to manage cases at a level of complexity appropriate to your level and experience and giving guidance to others in the team as appropriate
- A fee earning role, handling a varied caseload, for example:
 - Drafting and reviewing a range of documentation including employment contracts, settlement agreements and HR policies and procedures
 - Advising clients on a wide range of issues including termination of employment, avoidance of discrimination claims and advice relating to potential tribunal claims
 - Guiding employers through collective consultations, redundancy processes and the TUPE provisions
- Providing outstanding client care at all times and maintaining Laceys' highly professional approach
- Advising clients with integrity and reporting any concerns to the Partner
- Carrying out marketing, networking and other business development activities including provision of regular employment law updates and running seminars for clients as appropriate

- To manage all cases and files to a high standard and in accordance with SRA requirements, the Law Society protocol, Laceys' procedures and the LEXCEL quality mark requirements.

The Person

Qualifications:

- A qualified Solicitor or Legal Executive

Knowledge:

- Excellent understanding of employment law and tribunal procedure
- Undertakes legal research and stays abreast of changes in the law and guidance
- Takes responsibility for personal and professional development and ensures compliance with any compulsory professional education requirements
- Up to date understanding and commitment to risk management and compliance

Skills:

- Flexible and motivated. We value enthusiasm and commitment as well as ability and experience
- Resilient and well-organised – an ability to manage your own caseload
- Excellent communication skills with the ability to explain legal matters to clients in a clear, concise manner - orally and in writing
- A sensible, methodical approach with a good sense of judgement
- Ability to identify problems, recommend solutions and work on your own initiative
- A strong team player who supports colleagues and the work of the team
- Strong drafting and negotiation skills
- Demonstration of ability to work in the best interests of employers and employees
- Proven research skills
- Effective use of IT with experience of using case management systems
- Ability to promote the team and contribute to business development generally.

Experience:

- A strong grounding in all aspects of non-contentious and contentious employment law with proven PQE experience of advising on complex matters
- Experience of business immigration may be an advantage