

create a better place



Senior Lawyer

Candidate Information Pack

Job title: Senior Lawyer
Job location: Bristol
Date: 26 January 2018
Reference: 7492

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1. Our organisation

Our organisation

We are the Environment Agency. We protect and improve the environment. Acting to reduce the impacts of a changing climate on people and wildlife is at the heart of everything we do. We reduce the risks to people, properties and businesses from flooding and coastal erosion. We protect and improve the quality of water, making sure there is enough for people, businesses, agriculture and the environment. Our work helps to ensure people can enjoy the water environment through angling and navigation. We look after land quality, promote sustainable land management and help protect and enhance wildlife habitats. And we work closely with businesses to help them comply with environmental regulations. We can't do this alone. We work with government, local councils, businesses, civil society groups and communities to make our environment a better place for people and wildlife.

Of course, none of this will be possible without the professionalism and dedication of our staff. We're committed to helping our people to find new ways of working and to maintain our focus on creating a better place for people and wildlife. For more information on the Environment Agency and what we do, please visit:

www.environment-agency.gov.uk/aboutus





2. The role

Role

Working in a team of lawyers covering relevant areas of legal work contributing to the delivery of environmental outcomes in line with operational needs and the Corporate Plan.

Provide high level, accurate, timely legal advice and support to relevant parts of the organisation including advising on the implementation of new legislation (where appropriate); supporting staff to deliver good quality effective legal casework and progress procedural issues (where appropriate); contributing to the development of processes and procedures; training functional specialists and key external stakeholders.

Conduct a challenging caseload with some supervision and support predominantly on the more complex / sensitive advice, criminal and / or civil proceedings, challenges, transactional and other matters including representing the Environment Agency.

Provide legal support to senior legal staff on more complex/sensitive matters to develop capability and expertise where appropriate.

Principal accountabilities

1. Provide specialist advice, guidance and support to senior managers / external partners, in line with relevant legislation and best practice, in order to effectively underpin risk based decision making and support environmental outcomes.
2. Develop, review and improve technical documentation, to enable consistent / appropriate understanding and application in the business that enables effective service provision.
3. Establish and maintain good relationships with internal and external partners to influence their activities and promote and enhance the Environment Agency's goals and reputation.
4. Develop and implement systems and tools for monitoring and reporting on service delivery, to assess and interpret operational performance / compliance and advise senior managers on implications and appropriate action.
5. Develop, maintain and share technical expertise with staff to improve knowledge and competence throughout the organisation as required.

6. Lead or support local / national project teams to achieve well planned and managed integrated solutions that progress effective change and improvement in the Environment Agency.

Knowledge/Qualifications

Educated to degree level

Must be a Solicitor or Barrister qualified in England and Wales. Practising Certificate required.

Skills/Abilities/Experience

Essential: Experience of handling complex technical issues; experience of advising on one or more of the relevant specialist legal areas with knowledge of other relevant ones (where appropriate); thorough and up-to-date knowledge of relevant legislation and criminal/civil evidential and/or transactional procedures and processes (where appropriate); confidence and experience to assimilate a new area of environmental or other area of law quickly; the ability to write detailed legal briefings on legal topics for use at director, board or even government level and to compose correspondence in response to parliamentary questions; the ability through experience to advise officers and lawyers upon the direction and conduct of serious casework and to compile cases in accordance with the requirements of Criminal / Civil Procedure Rules (where appropriate).

Desirable: Experience of working effectively at national level and/or with government (where appropriate).

3. Salary and benefits

Join us in this role and you will enjoy the following benefits:

Grade Rate: £43,777

Location: Horizon House, Deanery Road, Bristol BS1 5AH

Hours of work: 37 hours FTE, Permanent post

Leave entitlement: Your leave allowance in this role will be 27 days plus bank holidays (pro-rata - if part time or an assignment).

We also offer up to two days paid environmental outcome days each year. These give you the opportunity to take part in community activities with a clear environmental outcome for people and wildlife.

Pension: We will enrol you into the Environment Agency Pension Fund (EAPF) on commencing employment, if your employment contract is for 3 months or more. The EAPF is part of the Local Government Pension Scheme (LGPS). It is a career average scheme, which means you will build up benefits based on your pay each scheme year rather than your final salary.

We will base your pension contributions on your actual pay and you will receive tax and national insurance relief on your contributions. The pension contribution rates currently range between 5.5% to 12.5%. Whilst you are in the scheme we will also pay an employer contribution into your pension pot. We currently pay 18.5%, so this is a very generous scheme.

Work/life balance: We support flexible working hours and practices to help you strike a good balance between your work life and your personal life. We will also encourage you to keep developing your skills and professional knowledge throughout your career.

Diversity: We are committed to diversity and inclusion. We want all our staff to feel valued and respected and to see this as a great place to work. Diversity: it's in our nature.

4. Further information

Applicants from other common law jurisdictions are welcome, provided at the time of the application they are fully qualified in England, a Practising Certificate is required. National travel is required. Candidates seeking flexible working, including job share are welcome. For an exceptional candidate we may consider a base other than Bristol. We offer a career average pension scheme and a wide range of other benefits. We believe the biggest reward of all is having the opportunity to make a real difference to the environment. You can download the candidate pack for more information.

Please contact Will McKenzie by email (will.mckenzie@environment-agency.gov.uk) or phone 07557 846678. Alternatively in Will's absence you can contact Nick Webb by email (nick.webb@environment-agency.gov.uk) or phone 07768 730240.

The Environment Agency values a diverse workforce and welcomes applications from all sections of the community who wish to join a workforce which embraces difference and welcomes everyone.

We particularly welcome applications from Black, Asian and Minority Ethnic (BAME) and female candidates who are under-represented across our workforce.

We welcome flexible working patterns for all our vacancies, including job share, so please include clearly any information regarding your preferred working arrangements on your application.

Please note that Environment Agency employees are not civil servants so you may wish to check your eligibility for continuity of employment by contacting your HR department. All eligible bodies are listed in the Redundancy Payments (Continuity of Employment in Local Government etc) (Modification) Order 1999.

Employment agency workers and contractors are considered to be external candidates and should therefore only apply for positions that are being advertised externally. They are also not eligible to claim continuity of employment should they be successful in securing a position with the Environment Agency.

To find out more about what it's like to work at the Environment Agency, please visit: <https://www.gov.uk/government/organisations/environment-agency/about/recruitment>

We apply the Baseline Personnel Security Standard (BPSS) check when recruiting staff to our posts. This includes a basic criminal records check. Some posts may require CTC level security clearance, this will be confirmed to you during the recruitment process.

For the great majority of roles in the Environment Agency this will be sufficient and only certain roles will require a higher level of clearance. Should this be necessary, you will be advised of this during the recruitment process.

Committee Membership: If you have been a member of a Regional Flood and Coastal Committee in the last 12 months we will not be able to continue with your application based on agreed appointment rules related to employing ex-RFCC members. We would welcome an application from you once the 12 month period has passed.

5. How to apply

We use an online recruitment system. To make the application process simple and straightforward, and so that you know how it works and what we need from you, we've put together a few hints and tips.

The first thing you need to do is sign up to our recruitment system. You will need a valid e-mail address to log in and apply for opportunities, as all communication from us will be via e-mail. You can do this via the vacancy you are interested in by selecting '**Apply**' at the bottom of the advert. (For some jobs, you'll be asked to download a candidate pack, like this one, where you'll find specific application instructions.) Once you've clicked this link you'll then be asked 'Do you have the right to live and work in the UK?', 'Do you have the required qualifications or equivalent experience, which were stated in the job advert?' and 'Are you currently an employee of this organisation?' Simply answer yes or no and you can carry on with your application. You'll then see the '**Register**' page. Simply complete the details and select '**Submit Registration**' and register to the system. You only need to sign up to the system once; you'll just be able to login next time.

When it comes to the actual application, you need to fill out each section, please be aware that the system will automatically time out if you are inactive for more than 60 minutes. This will result in any unsaved information being lost so make sure you save what you are doing regularly. Once you've finished, your details and information will be saved on the system for any future applications – of course, you can edit your details at any point.

When you apply to the Environment Agency for a job we will ask you to provide your personal data on our application form. We need this information so that we can establish your identity and your right to work in the UK.

You can read our Data Protection Statement on the application process page of our recruitment system. It is also available for reference on each page of the actual application.

Competence Questions/Statement

We're keen to know what makes you right for the job you're applying for and why we should ask you in for an interview. The competence questions/statements are your chance to convince us! You should demonstrate how your skills, qualities and experience meet the requirements of the job (as described in the job advert and candidate pack). And instead of simply telling us, show us: use real life examples of where you've used a certain skill or how you've practically applied your experience.

There's a 250 word limit per competence including spaces. It's a really important part of the selection process so make sure you keep your statement relevant and concise. Think about what we need to know about you and what you'd bring to the role and our organisation.

Application questions

For some roles, we'll ask you some specific questions, like if you have a preferred work location. If you're disabled and you'd like to be part of our Guaranteed Interview Scheme, you can add this information in here.

Equality and Diversity

We're committed to reflecting the communities we serve and we'd like you to tell us about yourself and your background.

Submitting your application

Once you've filled out and completed everything, you'll be prompted to submit your application. Simply click the button and you're done. If, at any stage, you have questions or problems, please contact the recruitment team on 0845 602 6099 or email ea_recruitment@sscl.gse.gov.uk

If you have been unsuccessful with your application you can set up email alerts for future vacancies. You will automatically receive an email when a job that matches your criteria becomes available. To do this simply click on **'create a new job alert'**, enter your job criteria and save.

