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| **PRINCIPAL LAWYER-children’s education and adults**  **SALARY GRADE: HBC11** | Halton Borough Council  resourcing@halton.gov.uk |
| Working at Halton | |
| All our colleagues at Halton have made a positive commitment to delivering great outcomes for our communities. Whoever joins us will share that passion for outstanding service, and strongly align with the values which define our workplace culture:   * Working Together – building fantastic relationships with colleagues and customers * Continuous Improvement – Keeping great service delivery at the heart of everything we do * Personal Growth – Learning, growing and developing ourselves * Accountability – doing what we say we are going to do * Inspiring Leadership – positive roles models and leading by example   *To read more about our values, click* [*HERE*](https://haltoncouncilcareers.co.uk/values/)  **We are immensely proud that when asked what’s great about working for Halton, the most popular response from our workforce has been ‘*our colleagues’*.**  Aside from working with a great team, our employees have access to a fantastic range of benefits, including:   * A generous annual holiday allowance starting at 34 days per year (including bank holidays), increasing with long service * Membership of our defined benefit, salary-linked pension scheme with generous Employer Contributions * 3 x Salary Life Cover via Local Government Pension Scheme * Investment in your personal development * Free Car Parking at HBC sites * Flexible / hybrid working arrangements available * Car leasing schemes * Essential Monthly Car User Allowance   *For further information about all the benefits we offer, please click* [*HERE*](https://haltoncouncilcareers.co.uk/benefits/)*.* | |
| About the Job Our Legal Services Directorate ensures that Halton Borough Council and its interests are protected by providing legal, corporate, and constitutional advice, and support at all levels.  Legal Services provides a full range of services to HBC, advising on both contentious business, such as Children’s and Adults Social Care, Anti-Social Behaviour, prosecutions, licensing, contractual disputes, debt recovery, and non-contentious business, including planning, asset management work, and acquisitions.  Our Senior Lawyer will be instrumental in ensuring the service provided is of a consistently high quality, is client facing, and regularly meets with key clients, and external partners to discuss service delivery.  Our Senior Lawyer will support, oversee, develop and motivate the team to enable them to reach their full potential and realise their career goals.  Our Senior Lawyer will also contribute to the maintenance and development of Practice Standards across Legal Services. | |
| More specific responsibilities include:   * Providing a comprehensive legal service to colleagues throughout the Council, and to the Council’s wholly owned subsidiary companies. * Being responsible for your work as allocated, always ensuring value for money for the Council, communicating with the client and working to high in-house standards. * Providing complex legal advice to clients on a variety of matters. * Undertaking legal input into strategic legal advice and risk, including drafting Cabinet and Committee reports and attendance at meetings where required. * Undertaking advocacy on cases where appropriate, including contested hearings. * Communicating effectively with elected members and other partners/stakeholders. * Collaborating constructively with partner organisations and other stakeholders including internal services and colleagues. * Building a culture of trust in your team. * Leading, managing and motivating the team to deliver high performance. * Ensuring the corporate/directorate HR practices are understood and implemented within your service. * Monitoring budgets and external expenditure within your area ensuring effective cost management and prioritisation. * Monitoring and evaluating your team’s performance and recommend areas for improvement based on evidence. * Recommend areas for service improvement based on relevant data and information. * Coaching and supporting staff to develop. * Undertaking any other duties and responsibilities as may be assigned from time to time which are commensurate with the grade of the job. | |
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| About You | |
| You will have a recognised legal qualification as a Solicitor, Barrister, or Chartered Legal Executive.  In addition you will have:   * Substantial post-qualification experience. * Excellent oral and written communication and comprehension skills, including the capacity to negotiate, to draft complex legal documentation and advice often under time pressure while meeting deadlines, and to demonstrate an innovative, problem-solving approach to legal problems. * Demonstrable experience of collaborative working with a range of stakeholders. * Demonstrable ability in managing a team of people along with the competing demands of an active case load. * A proactive and collaborative approach to problem-solving and working within a team. * Experience of building strong working relationships with clients and internal teams. * Strong IT skills including Microsoft packages or equivalent (e.g. G Suite, Mosaic).   As this role involves regular travel across the borough and sometimes further afield, a driving licence and access to a vehicle are essential requirements. Where appropriate, reasonable adjustments will be made in accordance with the provisions of the Equality Act.  The Council and its schools are committed to safeguarding and promoting the welfare of children, young people and adults and expect all staff, workers and volunteers to share its commitment. | |
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