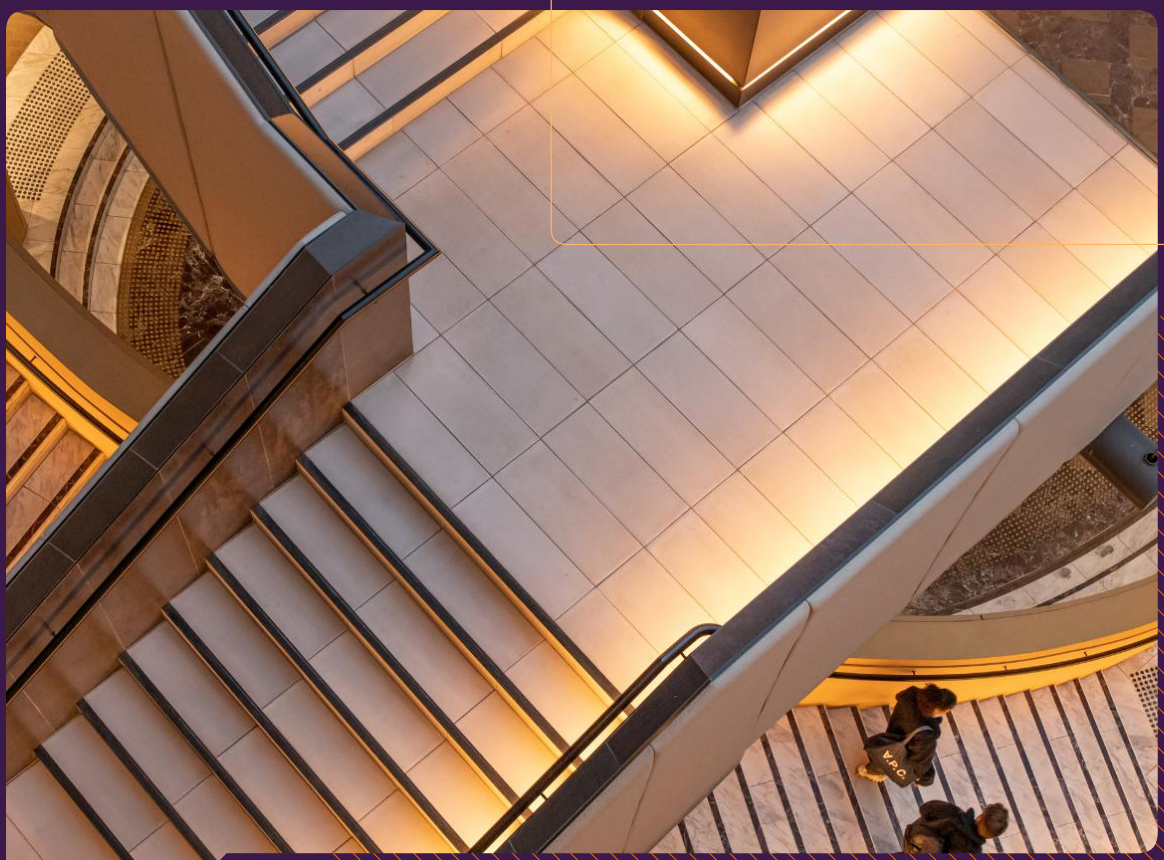
Job Opportunity

Title: FFR Associate (Aviation), 2-6 PQE
Department: Funds, Finance & Regulatory (FFR)
Reporting to: Aviation Partners in FFR

fladgate



Listed in The Times 'Best Law Firms', Fladgate is a leading UK-based law firm focused across the Corporate, Private Wealth, Dispute Resolution, Real Estate and Funds, Finance and Regulation practices. The firm has a turnover of approximately £100m with over 400 people, all operating from a single office based in Covent Garden, London.

Role Specification

We are looking for an ambitious and collaborative Associate who is keen to develop their career in Aviation. The role offers the opportunity to work closely with experienced partners on complex aircraft financing and leasing transactions and other aircraft-related matters, with meaningful client exposure and scope to build a genuine specialism in the sector.

In the commercial Aviation sector, our clients are airlines. We are very proud to represent airlines in all matters relating to their fleet – from market-leading, complex, financing structures (including insurance-backed financing, tax leasing, Islamic financing and JOLCOs), to operating leasing, purchase agreements and commercial contracts.

We also work in the business Aviation sector, acting for market participants across the sector as a whole – covering aircraft finance, operational matters and sales and acquisitions of business aircraft and fleets.

With the arrival of two new Aviation Partners into the existing FFR team, we are looking to further build out our Aviation capability through the appointment of an additional Associate. The successful candidate will join our established team of FFR Associates (a number of whom already support the Aviation practice alongside other finance work) and will provide dedicated support to the continued growth of our Aviation offering.

> Our people are at the heart of everything we do. The talent, dedication and passion of Fladgate employees is what drives us to achieve excellence.
> Nicola Thomas, Head of Talent Acquisition

The Aviation team sits within our wider FFR practice, which

advises on a broad range of complex, multi-jurisdictional financing transactions across a variety of sectors. This includes growing green energy financing practice, alongside our well-established real estate finance, fund finance, acquisition finance, corporate lending and infrastructure and project finance practices. The team also has dedicated Islamic finance expertise, advising on Sharia-compliant structures such as commodity Murabaha and Ijara transactions.

We also have specialist expertise in receivables finance, advising on loans secured against assets such as football player receivables, music royalties and broadcasting rights, as well as lending against "passion assets" including art and classic cars.

Fladgate also has dedicated private wealth and private banking teams – making Fladgate uniquely placed for supporting business aviation clients – both lenders and HNWIs.

Alongside their core Aviation work, the successful candidate will have opportunities, depending on experience, to work on other deal types across the wider FFR practice.

Key Responsibilities

- Working on a broad range of commercial Aviation transactions, acting for airlines – really getting to the heart of how airlines manage their fleets and what matters to them, to keep passengers moving and aircraft flying.

- Supporting with financing transactions involving export credit-supported, tax-based, manufacturer-supported, insurance-backed and Islamic financing structures.

- Working on fleet procurement and financing projects, including transactions involving multiple aircraft and jurisdictions.

- Advising on business Aviation transactions across the entire sector – being a trusted advisor to our clients, guiding them through financings, aircraft acquisitions and disposals, and operational matters.

- Assisting with the negotiation of aircraft lease agreements, financing agreements and purchase agreements for commercial aircraft.
- Negotiating novation documents and other fleet-related documentation.
- Drafting and negotiating financing documents, and sale and purchase documents for business and corporate aircraft.
- Coordinating transaction processes across multiple parties, jurisdictions and professional advisers, including managing conditions precedent, complex closings, post-completion matters and conditions subsequent.
- Taking responsibility under supervision for own matters and managing all aspects of client work in line with the firm's quality control procedures and office manual.
- Developing direct relationships with clients and take increasing responsibility for transactions as experience develops.
- Assisting in business development and marketing initiatives, attending client marketing activities where required.
- Supervising more junior members of the team including paralegals and trainees where appropriate.
- Keeping up to date with legal, regulatory and market developments in the Aviation sector, and develop expertise.
- Presenting training sessions internally and to clients where appropriate.
- Attending appropriate training sessions and ensuring CPD obligations are met.
- Taking an active part in departmental activities.
- Managing workflow to secretarial and support staff.

Person Specification

Our ideal candidate will possess most of the following attributes:

- Qualified in England and Wales with a minimum of 18 months' experience gained within either an Aviation or a banking and finance team within a law firm. A minimum of 12 months' experience within Aviation or asset finance is essential, though this may have been gained during a training contract.
- Strong drafting skills and a good understanding of finance and leasing documentation, and commercial contracts.
- A keen interest in the Aviation sector and the commercial drivers underpinning aircraft financing, leasing and fleet-related transactions.
- Comfortable working on complex transactions involving multiple parties and jurisdictions.
- Able to demonstrate exceptional case management and meticulous attention to detail.
- Able to demonstrate a proven track record of excellent direct client contact and client care.
- Excellent co-ordination and organisational skills.
- Communicates effectively and clearly.
- Track record of gaining respect, trust and credibility.
- Ability to initiate and sustain relationships with clients.
- Thinks creatively and has a positive work ethic.
- Energy, enthusiasm and drive.
- Achieves results within given timescales. Prioritises tasks effectively

We are looking for an individual who presents themselves with professionalism and polish, who will inspire the confidence of clients and colleagues.

Benefits



Benefits

We reward our staff for their continued commitment to the success of this Firm with a comprehensive range of benefits. Fladgate have also adopted a hybrid model of both office- based and home working which is a discretionary benefit depending on the role and responsibilities.

On joining	• Life assurance scheme – 5x annual salary (non-contributory) • Annual holiday entitlement – 26 days per calendar year (full time) • Flexible holiday scheme – buy up to five days extra holiday per annum (pro rata for part time employees) • Recruitment (staff introduction) bonus – £1,000 - 5,000 • Personal training/yoga – free weekly sessions • Free online GP service – 24/7 video GP consultations • Yoga and physical training sessions • Hybrid working allowance • Everyday lifestyle savings via Vivup • IHG hotels discounts
After 2 months	• Group personal pension plan matching employee contributions of 4% - 5% (automatically enrolled) • Processed via salary sacrifice 50% of employer NI savings added to contribution
After 3 months	• Group income protection • Season ticket interest free loan • Private Dental Plan – payable through monthly payroll • Gymflex scheme • Eye test vouchers – every two years • Cycle to Work scheme
After 6 months	• Private medical insurance (PMI) for employee cover is employer-paid, however additional family cover is employee-paid • Marriage/Civil Partnership gift

At Fladgate, we recognise the importance of an agile approach, not only in the way we work with our clients, but our employees also. Hybrid working at Fladgate varies depending on your role and responsibilities. As a general rule, for those who can work from home and have roles compatible with home working, we operate a hybrid pattern of two days remote working and three days office based.

Family Friendly Policies

Our aim

To create a culture where our people can thrive and feel supported at work. As such, the Firm's approach to parental leave is designed to ensure that anyone who is a parent or is expecting to be a parent has a positive experience prior to parental leave, during their parental leave and upon their return to work whichever type of leave they decide to take.

Our parental leave policies cover:



Maternity
We offer both statutory maternity pay (SMP) and enhanced maternity pay (EMP), subject to eligibility. If eligible, EMP provides 100% of your salary in weeks 1-20 and 50% of your salary in weeks 21-32. Weeks 33-39 are at the government set rate (or 90% of salary, whichever is lower).

Paternity – The firm offer an Enhanced Paternity Pay (EPP) scheme. We offer up to 6 weeks paid paternity leave. This includes 2 weeks Ordinary Paternity Leave (OPL) and, subject to one year's continuous service, a further 4 weeks EPP - all paid at full basic salary.



Shared Parental Leave (SPL) – SPL allows parents to take up to 50 weeks' shared leave in total, following the birth or adoption of a child.



Adoption and Surrogacy
Full details can be found in our staff handbook, which will be provided upon offer of employment.



Ordinary Parental Leave – Allowing up to 26 weeks unpaid leave for employees who have parental responsibility for a child / children.

*further details of our family friendly policies can be found in the Staff Handbook

Inclusion & Diversity

Our focus

We know that to achieve our inclusion and diversity objectives we need to focus on a number of areas:

Developing a diverse leadership – We have a mix of different ethnicity and genders on our leadership groups. We are working hard to improve the gender balance of our partner team and we are striving for 35% female representation by 2027.

Attracting a diverse workforce – This means adopting a properly personal approach when connecting with those interested in joining our team including: ensuring fairness in our processes; working with those, like recruiters, who help us in this; a commitment that you will always meet male and female talent in our recruitment interviews.

Engaging with everyone in our team to ensure they are heard, supported and understood. Encourage everyone to develop their own voice in shaping our culture, their future and our service to clients. That might be working flexibly or that might be a specific career programme - everyone needs different things at different times.

I&D at Fladgate →

As the I&D Partner Lead of the Firm, I am acutely aware that our vision and values are built around the word 'personal'. We are a people business dependent on brilliant client relationships. Inclusion and diversity objectives are therefore not 'soft' business aspirations, they are fundamental to our success.

Helen Curtis-Goulding
I&D Partner Lead



Wellbeing

The Firm recognises the importance of the health and wellbeing of all our people and that it can play a part in promoting an environment which allows everyone to flourish and reach their full potential.



Physical Health

- Optional dental insurance
- Eye care vouchers
- Flu jab vouchers
- Weekly personal (group) training or yoga sessions
- Gym membership and fitness activity discounts
- Cycle to work scheme
- Menopause care via Stella app
- Bupa private medical insurance (optional benefit to join after six months' service)



Financial Health

- Group personal pension and group income protection scheme
- Life assurance (5x annual salary) scheme
- Season ticket loans
- Fee-earner bonus scheme
- Client introduction bonus scheme
- Recruitment bonus
- Access to everyday lifestyle discounts, via the Vivup app
- Financial management workshops inc. mortgage and pension management



Mental Health

- Employee Assistance Programme (EAP), available 24/7 and 365 days a year
- Counselling and CBT sessions available via the EAP
- Annual holiday entitlement and flexible holiday scheme, with the opportunity to buy up to an additional weeks' holiday
- Resilience and stress management training
- Mental health awareness talks and training sessions
- The option to mix office-based and home working as a regular pattern of your working week



Social & CSR

- Sports and social events, organised by our Sports & Social Committee throughout the year inc. summer and winter parties, bowling nights and quizzes
- CSR committee and fundraising activities
- Flexible working policy
- Loyalty holiday bonus, rewarding long service
- PRIME work experience opportunities
- Student mentoring for LPC and GDL students at the University of Law

Fladgate LLP
16 Great Queen Street
T: +44 (0)20 3036 7600
E: fladgate@fladgate.com

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Fladgate LLP: registered number: OC334334 and registered office address: 16 Great Queen Street, London, WC2B 5DG.