Job Opportunity

Title: Senior Associate (5+ PQE)

Department: Family Team (Private Client & Tax Department)

Reporting to: A Partner in the Family Team

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 seeking a Senior Associate to join us and be part of the growth story of the Fladgate Family Team. The Team is now ranked Tier 2 for matrimonial finance in the Legal 500, and Band 1 for matrimonial finance (HNW) in Chambers & Partners, having recently won Family Law team of the year.

Clients range from entrepreneurs, HNW and UHNW individuals, accountants, medical professionals, investment bankers and financiers, beneficiaries of both offshore and onshore trusts, high profile actors and sportspeople, Art Dealers, authors and designers.

We encourage the development of management skills and information sharing within the department. Associates and Senior Associates are responsible for supervising junior members of the team including paralegals and trainees where required.

> 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

Key Responsibilities

Working in a busy family team, this role will be supporting the Partners within the team. The ideal candidate will be able to combine excellent technical and legal knowledge/experience in HNW family law, with all the 'human touch' that is required from a family lawyer.

We are looking for the right person to join our existing team of bright, sociable and enthusiastic associates. The candidate must be dynamic and a "self-starter" capable of taking responsibility under supervision for their own files.

The cases will be varied and may include for example:

- Family law issues, both contentious and non-contentious.
- Divorce/civil partnership matters.
- Complex financial disputes and jurisdictional issues.
- Private law children matters, including contact arrangements, residence, international and domestic relocation and child abduction.
- Schedule 1 claims.
- Cohabitation.
- Pre/post-nuptial and cohabitation agreements.
- Cross-border disputes (including forum shopping and issues of enforceability).
- Private Adoption.
- Trust of Land and Appointment of Trustees Act "TOLATA" claims
- 1975 act claims.

Person Specification

- Qualified solicitor in the UK and Wales with a minimum of 5 years' PQE in a family law team in private practice.
- Able to demonstrate exceptional case management and meticulous attention to detail.
- Able to demonstrate strong capabilities of direct client contact and client care.
- Uses non-chargeable time effectively, for example on marketing and business development activities.
- Able to work under pressure at times of competing deadlines and to remain calm and focused.
- Willing to learn and develop within the team.
- Strong compliance record with good financial management skills.
- Good interpersonal skills and client relationship skills.
- Able to be supportive within the team.
- Good research skills and high quality of written work.
- An interest in assisting with business development.



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 • Private Medical Insurance Scheme

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 30% female representation by 2025.

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

This document is for general guidance only and does not constitute legal advice on which the recipient can rely.
Specific legal advice should be obtained in all cases.
This material is the copyright of Fladgate LLP and is not to be reproduced in whole or in part without prior written consent.
Fladgate LLP is regulated by the Solicitors Regulation Authority under SRA number 484783.
Fladgate LLP: registered number: OC334334 and registered office address: 16 Great Queen Street, London, WC2B 5DG.