

Job Specification

Title: Dispute Resolution Associate: 2-4 PQE

Department: Dispute Resolution

Reporting to: A Partner in Dispute Resolution

Chargeable Hours Target - 1350

The Dispute Resolution Department

A fantastic opportunity to join a close-knit, market leading team which currently comprises of 15 Partners, 20 fee-earners and 12 support staff. In view of our growing Dispute Resolution department, we aim to recruit astute, motivated and enthusiastic individuals to represent the Fladgate brand. We offer exceptional training and career development and the opportunity to learn from some of the best in the business.

The Role

Working in a busy and growing department supporting a number of partners; this role will include a mix of Commercial Litigation and Arbitration work, and insurance coverage disputes in Fladgate's well ranked Insurance Policyholder Team.

The cases will be varied and may include for example:

- Policyholder Insurance disputes (with some reinsurance disputes)
- Large fraud claims and asset recovery actions;
- Shareholder and company disputes;
- Banking and finance related disputes;
- Group Actions;
- Trust disputes;
- Warranty claims;

- International Arbitration;
- Defending company directors' from claims by Liquidators;
- Insolvency related matters and investigations (e.g. Pensions Regulator, FCA).

Duties & Responsibilities

There is a lot of interesting work in the Department and combined with new ambitious leadership, we have plans to grow substantially over the next few years, with strategic focuses on group action litigation, international arbitration and insurance coverage work. This is an excellent time to join and make a real contribution to our future success.

We are looking for the right person to join our existing team of bright, sociable and enthusiastic associates. The candidate must be dynamic, show interest in business development and be a "self-starter", capable of taking responsibility under supervision for their own files. The Fladgate model is to have a partner led practice, so although we look for lawyers to be independent and confident, the partner will supervise and engage in all cases. There is most definitely room for career progression within this role, but this depends very much on the individuals own attitude and willingness to get involved in marketing initiatives whether as part of a group or individually.

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.

Being part of the Fladgate litigation team offers outstanding opportunities for personal and career development with the support of partners and colleagues within a close and collegiate culture.

Person Specification

Our ideal candidate will possess many of the following skills and attributes:

- Qualified solicitor. Individuals qualified overseas who do not require visa sponsorship will also be considered, so long as they are able to demonstrate at least 12 months' relevant UK experience within a London law firm
- Good degree (minimum 2.1) and good "A" levels (or equivalent)
- A total of at least 2 years PQE as a disputes lawyer with experience in insurance coverage disputes (either for the insurance market or on the policyholder side)
- A track record of marketing and promotional activities within his/her current firm (e.g. published articles, speaking engagements, involvement in events and pitches)
- 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



About Us

Fladgate has a broad skills base that covers a wide spectrum of legal services across the business lifecycle and shaped to operate collaboratively to move fast and flexibly:

- Dispute Resolution: which includes insurance, regulatory, corporate governance and investigations, banking and financial services litigation, international commercial arbitration, contentious trusts and family, civil fraud and asset protection
- Real estate: including planning, construction, real estate finance and real estate litigation.
- Corporate: including private capital, capital markets, M&A, tax, restructuring and employment
- Funds, Finance and Regulatory: including investment funds, private equity, fund managers, asset and investment managers, promoters, sponsors and investors

Fladgate is a nimble 86 partner law firm known for its ability to work on fast moving, complex challenges requiring enterprising and commercial solutions.

In addition to advising a substantial UK-based client base, the firm provides a proactive and efficient service for clients with international business through specialist groups which serve continental Europe, India, Israel, South Africa, the Middle East, Russia/CIS, US, Canada and the Asia Pacific region. Operating from London and comprising multilingual and multi-qualified lawyers, these groups facilitate cross-border activities for a diverse range of companies. The firm is a member of the International Lawyers Network, a worldwide non-exclusive association of high-quality full service law firms based in 67 countries.

For more information visit our website at www.fladgate.com

Inclusion & Diversity



“As the new Senior Partner 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”

Sunil Sheth, Senior Partner

I&D - 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 in the last 18 months 4 out of 9 people joining the partnership were women.
- Attracting a diverse work force. 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.
- Helping all our people in all roles to achieve their full potential. We provide training, coaching, internal mentors and buddies, whatever works for each individual and their own personal development path.

For everyone including our clients we are striving to:

- Ensure that contact with us, including for example at events we organise, is always inclusive and appropriate for all, all preferences will be catered for.
- Endeavour to ensure our teams working on different client matters reflect the right balance of gender and ethnicity.
- Develop and support our client's own inclusivity and diversity objectives by running industry specific workshops and seminars together.
- Have regular open conversations with clients about progress around inclusion and diversity.



Women in Law Pledge



Benefits

We reward our staff for their continued commitment to the success of this firm with a comprehensive range of benefits.

On joining:

- Life assurance scheme – 4x 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
- New business bonus - calculated as a percentage of work introduced
- Staff introduction bonus - £1,000- 5,000 depending on vacant role
- Personal training/yoga – free weekly sessions
- Free online GP service - 24/7 online video GP consultations

After 2 months:

- Group personal pension plan - 4%-5% employer contributions, matching employee contributions of 4% -5% (automatically enrolled). Processed via salary sacrifice 50% of employer NI savings added to contribution

After 3 months:

- Company sick pay scheme
- Group income protection
- Season ticket loan
- Private Dental Plan – payable through monthly payroll
- Gym membership scheme – interest free gym membership loan
- Eye test vouchers – every two years

After 6 months' service and end of probationary period:

- Private medical scheme insurance medical insurance scheme (non- contributory)

Dress for your day policy: Our intention is to allow our people to choose a dress code suited to their daily schedule in order to maximise comfort while still maintaining a professional image.

Parental Leave & Maternity Policies

Our aim is 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:

1. **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 1-12 and 50% of your salary in weeks 13-24. Weeks 25-39 are at the government set rate (or 90% of salary, whichever is lower). In order to receive EMP, you must undertake to remain continuously employed by the Firm and to return to work for a period of at least 6 months from the date of your return to work before providing and notice of resignation*.
2. **Paternity** – We offer enhanced paternity pay (EPP) as full basic pay for up to 2 weeks*.
3. **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*.
4. **Adoption and Surrogacy***
5. **Ordinary Parental Leave** – Allowing up to 18 weeks unpaid leave for employees who have parental responsibility for a child / children*.

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

Flexible working

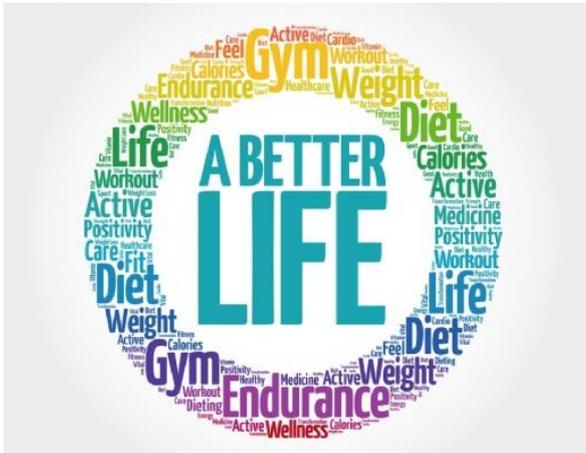
At Fladgate, we recognise the importance of an agile approach, not only in the way we work with our clients, but our employees also. Flexible working allows our people to cut down their commute time (and cost!), organise their own day and ultimately have an improved work / life balance, all of which contributes to an improved experience as well as better wellbeing and engagement.

Flexible 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 are operating a hybrid pattern of 2-3 days remote and 2-3 days office based. This is subject to change as the role necessitates and not a contractually binding agreement (unless stated otherwise).

Further clarification of this policy will be provided during the recruitment process.



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.

Our Wellbeing programme consists of four key pillars:

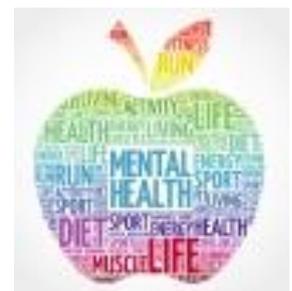
Physical Health

- Bupa private medical insurance (optional benefit to join after six months' service)
- Eye test vouchers
- Optional dental insurance
- Flu jabs
- Weekly personal (group) training sessions
- Gym and sports club loans and cycle to work scheme
- Various sports teams and groups across the firm



Mental Health

- Employee Assistance Programme (EAP), available 24/7 and 365 days a year
- Counselling sessions available via the EAP where needed
- YuLife health and wellbeing app
- Annual holiday entitlement and flexible holiday scheme, and the opportunity to buy up to an additional two weeks' holiday
- Resilience and stress management training
- Mental health awareness talks and training sessions



Financial Health

- Group personal pension and group income protection scheme
- Life assurance (4x salary) scheme
- Season ticket loans
- Fee-earner bonus scheme
- Client introduction bonus scheme
- Recruitment bonus
- Marriage / civil partnership gift
- Financial management workshops inc. mortgage and pension management



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

