



Thinking
Stockport



Achieving as a
Team



Working with
Ambition



Showing everyone
Respect

Job Profile and Working for Stockport

Our Council

Our employees are our **greatest asset**. We're proud of the way we provide vital frontline services every day and work together, as **one team**.

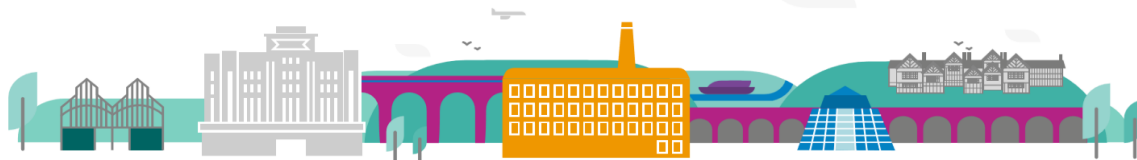
Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>





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About the Job

Role:	Employment Lawyer
Service Area:	Legal Services
Directorate:	Corporate and Support Services
Salary Grade:	M Band 3

Main Purpose of the Job

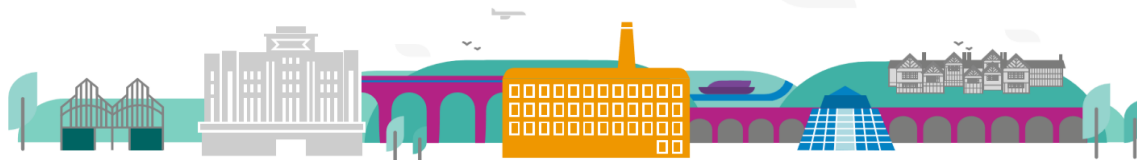
You will take on the Employment Lawyer role within the council's Litigation team. You will have a strong background in Employment law and practice and be able to provide high quality legal advice to the Council, its wholly owned companies and associated employers, including schools. The role will include:

- Provision of strategic and operational advice to senior leaders
- Carrying a caseload of litigated cases
- Advising elected members on the Employment Appeals Committee
- Provision of training and supervision

This role requires advocacy in courts and tribunals.

Key Responsibilities

- To support the delivery of the council's and partner organisation's functions
- To advise and help set the strategic direction of the council's services and partner organisations in accordance with statutory requirements with a focus on enabling change and delivering improvements
- To draft and negotiate applications, claims, pleadings, notices and instructions to counsel on behalf of the council and others
- To attend and conduct advocacy at courts and tribunals
- To manage resources effectively when dealing with any matters
- To assess financial and reputational risk and advise senior management accordingly
- To manage, anticipate and effectively manage conflicts of interest when they arise, with the Council's interests taking precedence



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- To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
- To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council's priorities.

Additional Information

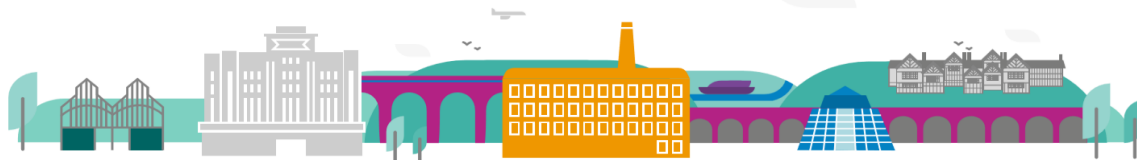
The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be considered and discussed with you when any significant changes to your role are needed. In line with our flexible approach, you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

About You

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

- Working to the Council's values and behaviours by:
 - Keeping the people of **Stockport** at the heart of what we do
 - Succeeding as a **team**, collaborating with colleagues and partners
 - Driving things forward with **ambition**, creativity and confidence
 - Showing value and **respect** to our colleagues, partners and customers.
- Able to provide a copy of a current Practising Certificate or equivalent qualification entitling you to practise law in England & Wales (Barristers and Institute of Legal



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Executives are considered suitably qualified) demonstrating at least 5 years' post admission experience (Essential)

- Experience of Employment related law and practice (Essential)
- Working in different operational areas or supporting activity across different services (Essential)
- Experience of providing effective legal support for operational activity undergoing change and challenge (Essential)
- Experience of local government (Desirable)
- Strong analytical skills with the ability to quickly establish key issues (Essential)
- Effective oral and written communication skills with a confident presentational style (Essential)
- Experience of working with a range of internal and external stakeholders to work collaboratively (Essential)

CPD requirements of relevant professional body up to date (Essential)