

Wedlake Bell

Job Title:	Solicitor; 4 years + PQE as a guide.
Team:	Employment
Reporting to:	William Granger
Status:	Permanent, full-time
Hours of work:	9.30am – 5.30pm, Monday to Friday with one hour lunch break, plus such additional hours as are necessary for the performance of the job.
Duties:	<p>Wedlake Bell's Employment team is part of the firm's Business group. It has a standalone client base and also works closely with the firm's growing corporate team, incentives, data, tax, pensions and IP teams and the firm's well-established private client and real estate practices.</p> <p>The team's practice is varied:</p> <ul style="list-style-type: none"> - a predominantly employer UK employment service; - a branded international employer service (igloballaw.com); and - a senior executive level service <p>This role is for someone interested in the growing senior executive level service. This is advice more about board and shareholder people issues than employee people issues. The focus is on the more high risk, sensitive, complex, high value, high profile or newsworthy issues. It is more problem solving and disputes than non-contentious. Advice is to or about senior executives sourced more from owners/boards/GC/referrers/clients than from the HR community.</p> <p>Clients are: employers, senior executives, teams, boards, committees, shareholders and interest groups nationally and internationally.</p> <p>Sectors include: financial services, marketing services, professional services, entrepreneurs, family offices, tech.</p> <p>Work comes from: word of mouth, other firms, professionals in complementary fields, networks, internally, owners, boards and GC.</p> <p>Technical areas: employment, contentious board, share and incentives issues with overlaps to corporate, data, agency, partnership.</p> <p>We work closely with all teams in particular: corporate, governance, commercial, data, immigration and dispute teams.</p> <p>The client services include:</p> <p>Leadership and management: decision making structures, culture and processes; board and NED independence and diversity of participation and thinking; coaching, mentoring or training of leaders on key topics.</p> <p>Terms: service agreements, incentives, bonus schemes, pensions and tax, shareholder agreements, joint venture agreements.</p>

	<p>Discipline and termination: investigation, misconduct, termination.</p> <p>Disputes: whistle-blowing, discrimination, boardroom disputes, breach of duty, bonus and share claims, unfair prejudice, derivative claims.</p> <p>Liability management: directors' liabilities, fiduciary duties, regulatory obligations, corporate governance and compliance, overlap between executive, shareholder and employee rights and obligations; D+O insurance; insolvency.</p> <p>Independent advice: to risk, remuneration, audit, nominations committees, other committees and any executives required to take independent advice to comply with their obligations.</p> <p>Change management: key appointments and removals, board restructuring, investor or interest group activism, boardroom coups, crisis management and comms, conciliation, mediation and dispute resolution of all kinds before disputes begin and any dispute that does arise from within.</p> <p>Investigations: we are well versed in handling sensitive, fast moving, investigations including an appreciation of the PR, markets and management impact.</p> <p>Share incentives: mostly on the contentious side with other parts of the firm on implementing the full range of HMRC-approved and unapproved share schemes and other employee incentives, advising on best practice and compliance, and co-ordinating multi-jurisdictional implementation of UK and non-UK based incentive arrangements.</p> <p>Remuneration policy: advice to the business or Remco on compliant and effective executive pay, incentives and delivery measurement including on the remuneration report and executive pay sections of annual reports.</p> <p>Restructuring: MBO, minority shareholder protection, valuation.</p> <p>Wellbeing management: Executive stress, disability discrimination and absence management.</p> <p>Career support: mentoring, coaching, training.</p> <p>Reputation management: confidentiality and crisis management.</p> <p>Corporate Governance and Regulatory: including advice in respect of best and market practice Company law and regulation – including advice on the Companies Act 2006, Listing Rules, Disclosure and Transparency Rules, Takeover Code, AIM Rules, AIM Rules for Nominated Advisers and UK Corporate Governance Code and on the requirements for and form of regulatory announcements.</p>
--	---

Experience required	<p>Good experience of advising business clients, owner-managed businesses and senior executives individually.</p> <p>Breadth of contentious and advisory experience. Ideally with board level advice and some high court experience, a corporate trainee seat or corporate support and some partnership work. It is quite possible for a seasoned employment lawyer with traditional employer experience to move into the higher end work in this space.</p> <p>Involvement in business development activity (e.g. networking, targeting).</p>
Key skills	<p>A common sense, problem-solving, can do, enthusiastic approach to giving legal advice and team work.</p> <p>Able to win colleague and client confidence and provide high levels of service in a fast response market.</p> <p>An interest in changing markets and willingness to learn how to build a practice and offer a client centric approach.</p> <p>A questing mind that welcomes overlapping legal disciplines and services combined with other professionals.</p> <p>A very high standard in the following areas:</p> <ul style="list-style-type: none"> - technical legal knowledge - accuracy and attention to detail - organisational and time management skills - communication and interpersonal skills - written communication