

# Wedlake Bell

<b>Job title:</b>	Employment Associate (4+ PQE)
<b>Department:</b>	Employment
<b>Location:</b>	London
<b>Status:</b>	Full time, permanent
<b>Reporting to:</b>	Employment Partners – in particular <a href="#">William Granger</a>
<b>Role context:</b>	Wedlake Bell's highly regarded Employment Team are recruiting an associate to enhance its focus on senior executive advice.

This role works closely with an industry-leading partner delivering complex board level employment advice, on matters both contentious and advisory, to a range of clients.

This is an excellent opportunity for an experienced employment lawyer to join a thriving employment practice, where you will work with the higher end, more sensitive, commercial issues and help develop this growth area.

The bespoke international HR service iglobal.com, the firm's distinct culture and this senior executive service give the employment team differentiation in the market

Find out more about our wider employment practice [here](#).

## Key role duties:

- Advising the owners/investors/directors of businesses in relation to their employment law queries for around senior employees issues.
- Some directors duty and incentive claims law. Will also involve some reputation management/crisis management given the nature of the work.
- More problem solving and disputes than non-contentious.
- Helping to build the practice through relationship management. Excellence of service turns to more than just repeat business. It is a practice area built on trust and sourced more from owners/boards/GC/referrers/clients than from the HR community.

## Key attractions of the role:

- Senior executive advice is a growth area in an otherwise saturated field.
- The renowned open, collaborative, entrepreneurial, sustainable culture of the firm.
- Wedlake Bell is not averse to change and embraces new ideas. Senior members of the Employment team have recently retired/left – there is new leadership for the team and they are open to new ideas.
- Chance to make your mark – no rigid institutional vibe.
- Opportunity for progression and succession planning for the practice.

## Examples of recent work:

- *Advised the board and UHNW owners of a renowned celebrity design hotel on a complex cross border legal and reputation dispute with rogue hotel manager taking customer information, cars, land and IP.*
- *Advised the founder and CEO of a sport data company on the float of his business whilst maintaining the balance between autonomy for the business to grow and share protection for new investors.*
- *Advised the CEO of a large energy business owned by two of the world's biggest PE houses and a sovereign wealth fund. CEO challenged the founding chairman over unlawful behaviour that could jeopardise the exit plans and ESG profile of the investors and was removed as a result.*

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- *Successful injunction for a global marketing group against rogue director diverting proprietary information.*
- *Seven figure settlement of executive stress and whistleblowing claim for leader of listed multinational who suffered a career ending breakdown arising from attempts to stand up to alleged false accounting practices*
- *Advised asset manager on reputation protection and crisis communications over regulatory investigations, team moves, harassment and whistleblowing*
- *8 figure settlement for hedge fund manager in private equity fund via LP/LLP on dispute over carried interest, investor manipulation and sensitive whistleblowing.*
- *Cross border combined court/tribunal settlement for founding owner of consulting business of shareholder/executive dispute with co investors.*

## **Candidate attributes:**

- Ideally someone with an interest in changing markets and willingness to learn how to build a practice and offer a client centric approach. Someone with a questing mind that welcomes overlapping legal disciplines and services combined with other professionals.
- There is flexibility for the right candidate. Few will have covered all parts of this sector. A background in a recognised employment practice, ideally with experience of working on board-level issues
- At least four years post-qualification experience advising on employment issues – preferably with more contentious than non-contentious work
- A clear and developed understanding of Employment law and its commercial application
- Strong client relationship and business-development skills
- Strong academic history and ability to "think outside the box" and analyse
- A high level of professionalism and integrity

## **Wedlake Bell LLP**

Located in the heart of the City of London, Wedlake Bell LLP is a "UK Top 100" law firm with core strengths across Private Client, Real Estate, Business Services and Disputes. The firm has 74 Partners supported by over 160 other lawyers. Whilst the firm can trace its roots back to 1780, we are a modern and innovative law firm that offers pragmatic and commercial solutions. Our offices are located in the heart of London, close to St Paul's.

We work with our clients as business partners and not simply as suppliers of legal services. We are always striving to understand and add value to our clients' businesses. We pride ourselves on developing excellent personal, as well as professional, relationships.

We provide a wide range of legal services to UK and international corporate clients, public institutions and entrepreneurs, across all sectors. Our clients range from trade associations, governmental bodies, education establishments, charities and private investors to FTSE 100 companies, major retailers, insurers, banks and financial institutions, pension fund trustees, owner-managed private companies, entrepreneurs, and start-ups.

Alongside our UK practice, we have established a highly innovative international business model under the brand iGlobal Law. iGlobal is a specialist subsidiary established in 2013 focusing on international labour and compliance law. iGlobal provides an efficient, driven, single contact point cross-border and country-specific labour law and compliance advice to global businesses in over 60 jurisdictions.

We also have an innovative data protection offering under the brand ProDPO which is a subsidiary of Wedlake Bell. ProDPO was founded in 2017 to provide outsourced data protection officer services to businesses, including requirements to maintain records of personal data and processing activities.

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There is a strong international dimension to our practice. Wedlake Bell founded TELFA (Trans European Law Firms Alliance) in 1989 and it was born out of the need to serve clients doing business across Europe. TELFA now has an affiliation with USLAW giving all TELFA clients privileged access to the same quality of service in the United States. We act regularly for overseas clients from the US, the Middle East, Asia, South Africa and Europe.

## **Primary benefits offered by the firm:**

- Competitive pension plan
- 25 days paid holiday per annum.
- Additional leave provided for key moments in your life – birthdays, moving house, getting married/entering into a civil partnership, and having children
- Additional Holiday Scheme – the option to buy up to five additional days holiday each year
- Life Assurance – 4 x salary cover upon joining the firm
- Competitive income protection scheme
- Private Medical Insurance – eligible upon joining the firm.
- Dental Insurance – eligible upon joining the firm
- Enhanced maternity, adoption and shared parental leave
- Employee Assistance Programme, including face to face counselling services
- Travel Season Ticket Loan
- Give As You Earn Scheme
- Cycle to Work Scheme
- Subsidised Gym Membership
- Pilates classes
- Staff Recruitment Referral Bonus Scheme
- Client Introduction Bonus Scheme

## **To Apply:**

Please email a copy of your CV/Resumè (ideally two pages) to [recruitment@wedlakebell.com](mailto:recruitment@wedlakebell.com) with a short covering note highlighting your interest in and experience for the position.

If you have any questions about this position, our interview process, or anything else about Wedlake Bell, please contact a member of our recruitment team on [recruitment@wedlakebell.com](mailto:recruitment@wedlakebell.com).