

# Real Estate Associate 4+ PQE

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## Job Description



# Making a difference



## Who we are

We are an international law firm with a focus on private capital at the intersection of personal, family and business.

Our ability to understand people makes us who we are. We work together to build deep and trusted relationships that deliver meaningful value to our clients. We do this with empathy, attention, and clarity. No jargon, no attitude. We know what matters.



## Responsible Business

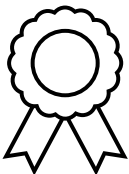
We recognise that our long-term success as a responsible business depends on the health and resilience of our people, our clients, our communities, and our natural environment. We are working hard to ensure that we make a positive contribution for all our stakeholders.

As part of this, we are committed to developing an increasingly diverse, inclusive, and supportive workplace environment where everyone can bring their whole selves to work, feel valued, feel that they belong and can fulfil their potential.



## We understand the benefits of hybrid working

We adopt a hybrid working approach, working on a 60/40 split of working in the office and working remotely. This arrangement is non-contractual, dependent on requirements of the role and subject to manager approval.



## What we value

Our values represent who we are as a Firm. They are designed to guide the way we think, behave, speak, collaborate, and do business. Please see our four core values below.



**Collaborative**  
we pull together



**Committed**  
we drive performance



**Authentic**  
we stay grounded



**Forward-looking**  
we look beyond

## Associate – 4+ PQE

We have a fantastic opportunity for a Real Estate Associate 4+ PQE to join our Cheltenham based Real Estate team.

We offer high quality, “City” standard work based in the beautiful Cotswolds with all that has to offer. You will work in a friendly and supportive environment/. With an office size of just over 100, there is a strong sense of community and togetherness. You will also have the opportunity to work closely with our UK and international offices, all from our Cheltenham office.

The role will include a wide range of commercial and Real Estate transactional work including Landlord and Tenant matters, commercial leases, investment, and disposal transactions, including portfolio transactions. The candidate will be part of a Real Estate group which covers a very wide range of transactions across the key industry sectors.

The role will suit someone who has excellent people skills who is looking to develop their career within a friendly collegiate team that is widely recognised for its expertise in this area. Whether working with an investor, developer, or occupier you will be part of a team that team which is responsive, focused and will get things moving. Moreover, our real estate team is committed to a jargon-free, practical and commercial approach. Offering a dedicated personal service and value for money for our clients, we work hard to develop and build lasting relationships and truly get to know our clients to deliver a premium service.

The Cheltenham office team, led by Ian Brothwood, consists of three Partners, a Senior Associate, two Associates, and one Trainee.

The recruit will be working primarily with Nick Burt and Kim Lalli, but you will be encouraged to work with other Partners in the wider real estate team.

**Ian Brothwood** heads up the Strategic Land Focus Group acting for landowners in relation to large scale residential development schemes.

**Phil Webb** is co-lead for the Firm’s energy focus group and acts for landowners in relation to energy projects and large-scale residential schemes.

**Nick Burt** advises clients on Regeneration and Development with a particular focus in residential led strategic land schemes.

## Roles and Responsibilities

- Provide legal advice to clients in a succinct, practical, and persuasive manner
- Manage a substantial and varied workload efficiently and cost effectively with supervision, appropriate to level of expertise
- Demonstrate good judgement and a good legal and commercial understanding of client's particular needs
- Demonstrate a background in residential and regeneration development acquisitions and disposals
- Draft documents with minimum instruction and supervision, making use of appropriate precedents
- Apply a commercial approach to research and evaluate relevance and accuracy in delivery of advice
- Build a strong rapport with clients and identify opportunities to take appropriate steps to follow through
- Attend and assist in organising and hosting of client marketing events
- Contribute to group knowledge and know-how initiatives
- Comply with all relevant legal and regulatory obligations including the Solicitors Regulation Authority (SRA) Standards and Regulations, and Principles

## Person Specification

- Be an England and Wales qualified solicitor, 4+ years' PQE, able to integrate into teams effectively
- Experience of regeneration development acquisitions and disposals work
- Development experience, in particular for housebuilders, would be desirable
- Be confident to work autonomously and as part of a team
- Demonstrate excellent time management skills and stakeholder management
- Be organised and capable of running a significant number of files and work matters simultaneously
- Have the ability to develop effective working relations at all levels with both colleagues and clients

- Be confident in both verbal and written communication including preparation of reports for a diverse range of clients within the housebuilding sector
- Be able to undertake (and have proven experience of) complicated title due diligence
- Have a flexible approach and willing to go the extra mile

## Competencies

- Working together
- Inclusive
- Driving high standards
- Client - centric
- Integrity and respect
- Personal impact and growth
- Commercial mindset
- Responsible Business

## Contact

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This job description is not rigid or exclusive and may be adjusted at any time in consultation with the Partners and/or Director of HR to meet the needs of the Firm or the post holder. There is constant review and adaptation to meet the changing needs of the Firm.

Please note in respect of our UK offices, any offer of employment will be conditional upon the successful candidate having the right to reside and work in the UK. In respect of the overseas offices any offer of employment will be subject to being able to obtain the relevant visa. Charles Russell Speechlys is committed to its effort to ensure there is no modern slavery or trafficking in their organisation or supply chain, details can be found on our Modern Slavery Statement. Charles Russell Speechlys is an equal opportunities employer. We respect and support diversity within our workforce.