

NQ Real Estate - Planning London

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.



We are committed to running our business responsibly

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 NQ, Planning

Whether working with a landowner, developer or investor, you will be part of a team which is highly responsive to our clients' needs and focused on steering them safely through the complex planning system, through our knowledgeable, practical and commercial approach. Offering a dedicated personal service, we develop and build lasting relationships and truly get to know our clients to enable us to deliver a premium service.

There will be opportunities to develop your skills in a broad range of areas and to build specialisms in areas that you are interested in. Our advice includes planning strategy, applications and appeals, court challenges and enforcement, CIL and section 106 and infrastructure agreements. We also provide environmental, highways, compulsory purchase and public law advice. Our strategy is to generate standalone planning instructions, particularly advising on larger and more complex projects (often in London) in order to utilise our skills to the maximum effect.

We also work with our real estate and corporate colleagues across the Firm on transactions. We have a broad client base including developers, landowners, institutional and private investors, house builders, corporate occupiers, charities and waste and minerals businesses, seeking our advice in relation to sites in London and around the country.

Roles and Responsibilities

- Undertake research for and help prepare commercial legal advice to clients in a succinct, practical and persuasive manner, on all aspects of planning law and associated areas of advice (such as environmental, heritage and compulsory purchase law).
- Draft and negotiate section 106 and infrastructure agreements.
- Undertake due diligence for and advise on planning aspects of real estate, funding and corporate transactions.
- Assist with planning appeals, court challenges and enforcement matters.
- Working as part of a team, provide support to the partners and associates and manage your own workload as appropriate.
- Help assess and prepare advice on and insight into legislative and policy change and reform.
- Engage in business development activities including attending internal and external events and writing press commentary and articles.
- Participate in client marketing opportunities such as seminars.

- Contribute to the Firm's knowledge and know-how initiatives.
- Comply with all relevant and regulatory obligations including the Solicitors Regulation Authority (SRA) Standards and Regulations, and Principles.

Person Specification

- Be an England and Wales qualified solicitor (NQ) or be due to qualify by September 2026.
- Be confident to run own matters under supervision and as part of a team.
- Demonstrate good time management skills.
- Be organised.
- Have a flexible approach and willing to go the extra mile.

Competencies

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| • Working together | • Integrity and respect |
| • Inclusive | • Personal impact and growth |
| • Driving high standards | • Commercial mindset |
| • Client - centric | • 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.