

Associate (NQ-3PQE) - Private Property Cheltenham

Job Description



Who We Are



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.



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 – Private Property (NQ – 3 PQE)

We have an excellent opportunity for an NQ-3 PQE Associate to join our Private Property group within our Private Client Division in our Cheltenham office.

The group has extensive market-leading expertise in advising individuals, trustees, families and charities in relation to their property and private affairs.

The Private Property team works with HNW and UHNW individuals and families from the UK and overseas, private UK and international banks, private investment companies, advising on property transactions, security and investments.

The ideal candidate will be a good quality generalist property lawyer, ideally with some experience of, or interest in landed estates and/or agricultural and rural properties, looking to develop their career in a friendly, collegiate team.

We offer a truly supportive environment for newly qualified colleagues through specific and tailored training that ensures the right foundations for learning and development through the early years of qualification. We help guide and nurture our Associates, Advisors and Specialists through a bespoke Charles Russell Speechlys Business School programme, to develop professional business skills and build a platform in which individuals have the opportunity to start planning their career route.

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
- Draft accurately and logically, making appropriate use of precedents
- Apply a commercial approach to research and evaluate relevance and accuracy in delivery of advice
- Support Partners in client marketing and business development activities to develop the department's client base and network of referrers and contacts
- Contribute to divisional 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 (or equivalent) at NQ – 3 year's PQE
- Have gained experience as a generalist property lawyer
- Although not essential, it would be desirable to have some experience of landed estates and/or agricultural and rural property work
- Be confident to work autonomously and as part of a team
- Plans and prioritises work effectively to deliver agreed outcomes on time.
- Be organised and capable of running a significant number of files and work matters simultaneously whilst maintaining attention to detail.
- Builds trusted working relationships with a range of stakeholders to support collaboration, alignment and delivery.
- Be confident in both verbal and written communication with a diverse range of clients
- 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

Nicki Dawson

Talent Acquisition Manager

Nicki.Dawson@crsblaw.com

T: +44 (0)20 7203 5078

charlesrussellspeechlys.com

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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.