

POST: **SOLICITOR**
POST AVAILABLE FROM: January 2019

1. Summary

- 1.1. We seek to appoint at least one solicitor to undertake public and private law litigation against public authorities, including police, prosecution, prison, immigration, mental health, security and social services. The successful candidate's case load may also include inquests and public inquiries arising within a similar context.
- 1.2. Candidates should have experience of either conducting or assisting on a caseload in one or more of the above areas.
- 1.3. The post allows scope for the successful candidate to develop his/her knowledge of one or more of the above areas and to develop his/her areas of specialisation within the firm's overall civil rights focus.
- 1.4. We are interested in hearing from anyone who meets the criteria above and we particularly encourage applications from solicitors who are 0-2 PQE.

2. Application Process

- 2.1. Applications should be made by submitting the relevant application form, an equal opportunities monitoring form (available from our website at www.bhattmurphy.co.uk) and a CV. Documents should be sent to jobs@bhattmurphy.co.uk, marked for the attention of Diane Fisher.
- 2.2. Applications will not be considered unless a completed application form and CV have been submitted. The application form requests details of two referees who can comment on your work and character. One of these referees should be someone who we can speak to in the event that you are shortlisted and it is preferable that this referee should have managed you in your current job or a previous job. Please indicate in the space provided on the application form whether it is acceptable to contact your referee(s) without further reference to you.
- 2.3. The closing date for applications is **Monday 19 November 2018**.
- 2.4. Short listed candidates will be invited to an interview in December 2018. The interview process will include a task intended to test written communication, legal skills and the candidate's ability to work under pressure. A second interview may be arranged if necessary.

3. Person Specification

3.1. Essential Characteristics

- Experience of litigation against public authorities
- Ability to conduct a case load of litigation against public authorities
- Proven commitment to civil liberties, social justice and publicly funded legal representation

- Ability to develop and maintain a client following
- Excellent communication skills, including with the firm's client group
- Empathy with our ethos and ability to work as part of a team
- Ability to work cost-effectively and achieve billing targets

3.2. Desirable Characteristics

- Experience of litigation, inquests and/or public inquiries involving the police
- Experience of conducting own case load
- Experience of conducting publicly funded litigation

4. Description of Role

- 4.1. The successful candidate will be responsible for his/her own caseload under the supervision and line management of one of the firm's senior practitioners. In keeping with our collaborative style of working, the firm's litigators will be available to assist with tactical decision making on cases and with the successful candidate's development in general. S/he may have opportunities to co-work with colleagues on cases of exceptional complexity.
- 4.2. The successful candidate will be expected to develop his/her own caseload and following within the firm's overall civil rights focus and with support from colleagues. S/he will need to demonstrate the skills and enthusiasm to generate personal referrals.
- 4.3. The firm prides itself on its ability to share skills, offer effective supervision and develop its solicitors, but this will be a busy post and the successful candidate will need to inspire us with confidence that they can take responsibility for the day-to-day conduct of the caseload.
- 4.4. Bhatt Murphy aims to offer clients a consistently high quality of service and to contribute to the progressive development of the law more generally. We actively manage cases rather than devolving responsibility to counsel. Accordingly, the highest standards of intellectual ability and client sensitivity are expected.
- 4.5. We operate a number of procedures to ensure effective collective working including detailed case and file management procedures, standard documents and an extensive library of authorities, precedents and materials. The solicitor will be expected to develop the ability to use those tools effectively.
- 4.6. Like other publicly funded practices, Bhatt Murphy requires the commitment and contribution of all members of staff to ensure the profitability of the firm.

5. Bhatt Murphy

- 5.1. We offer specialist help to members of the public who seek accountability from the state and its officers/agents.
- 5.2. We are motivated by the needs of our clients and use the law to assist in the realisation of their objectives. We aim to deliver a high quality legal service irrespective of our clients' ability to pay. We seek to contribute to the progressive development of the law and to the protection of civil liberties outside the courts.
- 5.3. We rely upon a collaborative style to ensure that our clients benefit from the commitment of their own individual lawyer as well as the creativity and innovation of the entire team.
- 5.4. The firm has a Band 1 ranking in the Chambers Guide to the Legal Profession (2018) and other directories in all areas of the firm's practice.
- 5.5. At a time when access to justice is increasingly under threat, we aim to make ourselves as accessible as possible to our clients, to deliver high quality legal services to them, and to contribute to the progressive development of the law in our specialist areas.

6. Benefits

- 6.1. The starting salary will be dependent on experience and in accordance with the firm's scale. We undertake regular benchmarking of our salary scale and other benefits against our peers to ensure that we are competitive.
- 6.1. The firm will match pension contributions made to the firm's group scheme to a maximum of 5% of your annual salary. The successful candidate will also be entitled to apply for an interest free season ticket loan upon successful completion of their probation period.
- 6.2. The successful candidate will be entitled to 23 days annual leave per annum increasing by 1 day for each year of service to a maximum of 25 days, plus all public holidays. In addition time off between Christmas and New Year is usually agreed without having to rely upon annual leave entitlement.
- 6.3. The firm offers family friendly policies including generous paid maternity, paternity and adoption leave depending on length of service.