

Commercial Lawyer 5+ years PQE, Managed Legal Services (MLS)

Practice group/Global Operations team:

MLS

Type of Vacancy:

Lawyer

Full time/Part time:

Full-Time

Location:

Reading/Birmingham/Cambridge/Cardiff

About Eversheds Sutherland:

Eversheds Sutherland is not your average law firm and we're not looking for average people. We do things differently - in the way we treat our people and the service we provide. That's how we've become one of the largest law firms in the world and a great place to work and develop your career.

The Eversheds Sutherland Managed Legal Service

MLS is a novel and pretty unique arrangement for the provision of legal services. In April 2018, Eversheds Sutherland won, via a competitive tender process, a multi-year managed legal services contract with a utilities client and took over the existing legal services team (On-Site Team) from the client's former managed legal service provider. The team is involved in advising the client on a very wide range of day-to-day legal matters including competition, projects and planning, regulation, construction, real estate, commercial contracts, tax, disputes, energy, employment and health and safety.

The MLS On-Site Team

The On-Site Team currently consists of around 18 Solicitors and Paralegals and a small management team. The team is embedded within the client, sitting in the client's head office in Reading alongside the client's retained legal function. The On-Site Team is split into 6 practice teams:

- Property
- Commercial
- Litigation
- Construction
- Operations and Regulatory
- Competition

The role:

The Commercial team consists of 5 lawyers (part-time and full-time roles. We are looking to recruit a Commercial lawyer to support the team. The role will report to the Principal Lawyer within the Commercial team.

Key responsibilities:

- Providing clear and concise legal advice and support to the client, having regard to the client's business objectives, and delivering practical, creative and commercial solutions and value within budget and time constraints, whilst ensuring that risks are understood and mitigated.
- Taking instructions from the client and advising on the law and legal issues.
- Drafting, reviewing and negotiating commercial agreements and other legal documents tailored to the client's needs.
- Attending meetings and negotiations as legal adviser with opposing parties.

- Ensuring, as far as possible, that the client's governance processes are observed as regards commercial matters with which the commercial solicitor deals.
- Assisting with the resolution of disputes concerning commercial contracts.
- Monitoring the suitability of the client's contract precedents, processes and procedures and amending them and providing training as necessary.
- Managing a caseload and, where appropriate, coordinating work allocation with wider Off-Site ES (for which the commercial solicitor will provide oversight), as well as acting as a point of reference to assist with queries.
- Identifying ways to add value and improve internal efficiencies, including process improvements.
- Supervising and delegating work to paralegals and support staff as appropriate.
- Liaising with professionals and other operatives in both the client's business and externally.
- Keeping up to date with all relevant legal, legislative, regulatory and industry developments relevant to the legal specialism, informing and updating the team, and providing proactive updates to facilitate the client's operational activities.
- Designing and delivering commercial law training to the client's business and management teams.
- Undertaking a range of continuing professional development (CPD) activities ensuring efficient knowledge transfer across the legal team.
- Complying with all service level agreements and KPIs, including accurately recording time and meeting reporting obligations.
- Obtaining regular client feedback.
- Any other duties deemed necessary.

Skills and Experience:

- Capable of working independently.
- Proactive and forward thinking, with good initiative.
- Organised and good at managing time effectively, using appropriate systems and processes.
- Use of appropriate, professional and client-friendly language.
- Ability to work alone with confidence and self-discipline, taking ownership of tasks and able to demonstrate sound judgment and decision making skills.
- Ability to learn a complicated and dynamic business, understand the client, its customers and the regulatory regime in which the business operates and to proactively advise on a combination of legal and business issues.
- Flexible working "can do" attitude, adaptability to change and ability to respond to competing deadlines.
- Experience of drafting, reviewing and negotiating key legal documents.
- Good relationship builder with strong interpersonal skills and highly team-oriented.

- Good communication skills, both verbally and written.
- Wide range of appropriate IT skills.

Key competencies:

- Qualified solicitor with at least 5 years' post qualification experience (PQE) in commercial law. The PQE indicated in this job description is intended as a guide only and does not preclude applications from those with more or less PQE.
- Knowledge of the water industry would be useful but is not essential.
- In-house experience useful (but not essential); we will consider candidates with experience working for public authorities (e.g. local councils) with demonstrable experience of public procurement.
- Experience of drafting, reviewing and negotiating a broad range of legal documents.
- A detailed knowledge and understanding of:
 - the EC procurement regime;
 - various types of contracts (including operation and maintenance, goods, services, IT, outsourcing and consultancy);
 - a variety of contracting structures;
 - most types of contract provisions;
 - working in a regulated sector;
 - risk transfer;
 - liability and indemnity;
 - limitations;
 - a variety of approaches to payment, risk and reward; and
 - data protection.
- A working knowledge and understanding of:
 - bonds and guarantees;
 - contract disputes & dispute resolution;
 - joint ventures;
 - governance advice; and
 - corporate structures and procedures.
- An awareness and understanding of:
 - general aspects of securitisation;
 - consumer law;
 - customer marketing;

- intellectual property;
- construction;
- competition;
- share acquisition and disposal; and
- general employment/TUPE.