

Job Pack

Trainee Solicitor



Location

Thank you for taking the time to look at the details of this post.

Located in the heart of the Sussex countryside and one of the principal towns of the South Downs National Park Lewes offers the best of town and country. It is no surprise that the District is considered among the most desirable places to live and work in the UK.

Lewes town is one of the jewels of the South Downs National Park and the District also possesses many picturesque towns and villages, all with their own unique character.

Whilst nearby Eastbourne is a resort town on England's southeast coast. On the seafront are Victorian hotels, the 19th-century Eastbourne Pier and a 1930s bandstand. Discover a wide range of shops in Eastbourne from high street shopping at The Beacon to the quaint Victorian shopping streets of Little Chelsea, and the boutiques in the Enterprise Centre.

One of the most attractive aspects of living and working in the Lewes and Eastbourne area is the quality of life it has to offer. It is a truly exceptional location. Make the most of the area by enjoying a wide range of activities including country walks, water sports and much more.

Our offices in Lewes and Eastbourne are located close to Train Stations with direct connections to the coast and London. However, the Council provide all the necessary IT and infrastructure to enable home working and maintain a good work life balance

“The best of town, country and coast”

We are able to offer our staff a range of benefits and access to discounts as follows:

- Membership at local leisure centres who are part of Wave Leisure across the District and Borough and at the Sovereign Centre in Eastbourne.
- Kaarp Benefits which are only available to Local Government employees and includes between 3 and 4.5% savings at supermarkets when purchasing a gift card as well as savings on attractions and discounts on many other things.
- Chorus Workplace Savings Scheme
- Boundless which includes up to 10% off high-street and supermarket goods through discounted pre-paid shopping cards.
- CSSC which includes free entry to a number of tourist attractions and a free tastecard as well as discounted cinema visits and 4% saving on supermarket shopping through pre-paid shopping cards.
- Public Sector Discounts – by paying £9.99 for a Black Card £2.99 staff are able to access discounts such as 2.5% cashback – ASDA, 3.5% cashback – Sainsbury's, Waitrose and M&S, 4.5% cashback on B&Q and Primark and 5% cashback – Boots, Carpetright, Clarks, feelunique, Halfords, Harvester, John Lewis, National Express, New Look, River Island, Body Shop, Nike, The White Company, The Works, Waterstones, Wilko etc.
- Easit – the Councils have joined the Queens Award winning easitNETWORK group through which we hope to influence travel behaviour in the area by providing a full range of transport options to encourage staff to adopt more sustainable commuting habits. EasitNETWORK is a social enterprise, not for profit organisation that is all about sustainable travel. Our staff can benefit from many transport discounts including 15% discount on Southern rail journeys across the network (except central London zones 1,2,+ 3); including peak time travel; 10% discount at Halfords on all bikes, cycling accessories, servicing and parts; 15% discounts on monthly and annual bike insurance and 25% discount on new, electric, folding Beat Bikes.
- Eyesight tests vouchers are available for all drivers and computer users which include a discount off selected glasses and when glasses are required solely for VDU use.
- Vouchers for fully funded flu vaccinations through Boots which staff can redeem, arrange and book at a participating Boots Pharmacy of their choice.
- Cyclescheme - The UK's leading provider of the cycle to work scheme and the founding member of the Cycle to Work Alliance. It enables our staff to get a bike tax-free, saving between 25-39%. Participants can choose from over 2,000 retailers and enjoy the ability to shop in-store or online.

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- We also understand that balancing everyday life together with the requirements of work and home can create pressures for all of us. To support our staff in achieving this balance we have an Employee Assistance Programme (EAP) in place. Our EAP is currently provided by Health Assured an independent external organisation who work to a robust professional code of strict confidentiality.
 - They offer both emotional and practical support to our staff when they feel they need it. They also have qualified legal advisors who will assist with any legal matters. They will provide advice and guidance on matters such as writing a will, tenancy and housing concerns, divorce procedures, boundary disputes, probate costs, motoring issues, property and partnership rights and immigration information.
 - Our EAP is available 24/7, 365 days and year. As part of this service we are also able to offer staff access to an app where they can find useful articles and webinars alongside an enhanced set of wellbeing tools and engaging features to support wellbeing and wellness.
 - Within the Councils we have a number of staff trained to provide 'first aid' to staff experiencing mental health issues. Mental Health first aiders are trained to listen, reassure and respond, even in a crisis – and even potentially stop a crisis from happening.
 - They are able to empower others to access the support they might need for successful management of symptoms. This could include self-help books or websites, accessing services via their GP, the EAP, other support groups and more.

Job Description

Post Title:	Trainee Solicitor
Department:	Legal Services
Division:	Legal Services
Grade:	C-D
Reports To:	Deputy Head of Legal Services
Date Prepared:	April 2024

Job Purpose:

- The overall purpose of the post is to undertake various aspects of legal work and provide legal assistance across the legal team.
- The post is a training contract with either the Legal Practice Course completed or working towards the Solicitors Qualifying Exam.
- The post holder will assist and support the Head of Legal Services and their Deputy, in the continuous improvement of Legal Services.
- Contribute to the provision of a professional legal service to Lewes District Council and Eastbourne Borough Council, its members and officers and companies, and where required, to other local authorities and outside bodies.

General Duties:

To perform legal tasks in relation to the following areas of work:

1. Opening and closing matters, electronic file administration and case management.
2. Attending client meetings, taking notes and following up where appropriate
3. Scanning, uploading and e-filing deeds and documents.
4. Legal research as required, including interpretation of existing and proposed legislation, researching and providing case law as required, and presenting the findings accurately and clearly.
5. Drafting documents, letters, emails, advice notes, reports
6. Attending court appointments, council and committee meetings
7. Assisting with the implementation of office procedures and systems, to contribute to the development and enhancement of the role of the legal team in the provision of its services.
8. Maintain sufficient competence and legal knowledge to work effectively – relevant law, research.

9. Seek guidance and support where needed.
10. Use understanding and analysis to solve problems.

Specific to Person

11. Manage work activities to ensure that they are completed on time and to an appropriate standard, including:
 - Keep others informed of progress
 - Ability to work under pressure and willingness to accept changing priorities when new jobs need to be done
 - Paying appropriate attention to detail
12. Practice good file management – agreements, precedents, file notes, maintain databases, version control
13. Work in accordance with good business practice; maintain an understanding of the basic financial drivers, time recording and billing processes relevant to the role.
14. Self-directed study in pursuit of SQE qualification (if LPC not already completed)
15. Communicate clearly and effectively, both orally and in writing.
16. Establish and maintain effective and professional relations with others, including an ability to work with people at all levels towards achieving client officers' and team objectives.

Other

17. Undertake any other duties as appropriate to the role as may be reasonably required.
18. To promote equality of opportunity in service delivery in all aspects of the role, in line with corporate policies, training and procedures.
19. To promote a culture within the team which supports the Councils' purpose, aims and values, and to take all reasonable steps to maintain good employee relations.
20. Staff are encouraged to participate fully in promoting a safety culture to protect the safety and health of themselves, colleagues and other people affected by the Councils' activities.

Lewes District Council (LDC) employs a team of lawyers which provides legal services to Lewes District Council and Eastbourne Borough Council, as well as external clients. The post holder will be required to attend at the offices of both councils as necessary to best perform his/her professional and duties.

Information Technology:

This post requires the operation of a computer terminal or PC for which full training will be given. Existing knowledge of other equipment or systems will be updated or refreshed as necessary. The Council will ensure that all users are familiar with Data Protection legislation and the Council's anti virus policy.

Most legal research is carried out using electronic legal resources including:

- Practical Law
- Westlaw
- LexisNexis

The following electronic resources are used by the team to carry out legal tasks:

- Land Registry portal and website
- SearchFlow (for conveyancing searches and checks)
- Companies House (for information relating to corporate bodies)
- Iken (case management system)
- Microsoft office
- Adobe
- DocuSign

This post requires the use of these online resources and services.

Corporate Accountabilities

1. To promote equality of opportunity in service delivery in line with strategic commitment and corporate policies.
2. To promote a culture that is supportive of the Council's purpose, aims and values, and to take all reasonable steps to maintain good employee relations.
3. Staff are encouraged to participate fully in promoting a safety culture to protect the safety and health of themselves, colleagues and other people affected by the Council's activities.
4. To understand and apply the council's Data Protection and Data Quality policy and procedures.
5. Any other duties commensurate with the nature of the post.
6. To cover absence of colleagues as appropriate.
7. Work shifts are to meet the requirements of the role.
8. You will be required to support the Councils' corporate priorities and to ensure business continuity e.g., emergency response, elections, deployment to critical services.
9. Lewes District and Eastbourne Borough Councils are committed to safeguarding and promoting the welfare of children and adults at risk. The Corporate Safeguarding Policy and Procedures provides a framework within the Council, setting out responsibilities in relation to safeguarding and promoting the welfare of children and adults at risk. The policy applies to all employees, councillors, volunteers, and service providers that are commissioned by the council.

10. To work within the Council's Core Competencies Framework. Central to the delivery of the role are the values and behaviours set out below. These are shared by all employees and applied to everything we do. The bullet points for each competency are examples of performance required:

Core Competencies

Sharing the Vision - Shaping the Future	<ul style="list-style-type: none">• Understands the Council's purpose, context, goals, objectives, and values, and is willing to behave consistently with them.• Knows the strategic direction of the Council and acts in support of it.
Communicating Well	<ul style="list-style-type: none">• Contributes to and participates in an organisation where high quality information flows smoothly both internally and externally.• Works positively to gain understanding from others.
Driving Improvement Performance & Results.	<ul style="list-style-type: none">• Takes responsibility and ownership for decisions, actions, and results.• Takes actions to improve skills, knowledge, and level of contribution.• Seeks and delivers high standards for self, team, and Council.
Self-Management	<ul style="list-style-type: none">• Self-motivated and professional.• Is organised and uses time and technology efficiently.• Adopts a flexible approach to change.
Delivering for our Customers	<ul style="list-style-type: none">• Demonstrates a desire to identify and give priority to meeting and exceeding the needs of internal and external customers, generating high levels of customer satisfaction.
Working Together	<ul style="list-style-type: none">• Actively contributes to team working, sharing information, valuing the input of others.• Works co-operatively and is committed to building, productive, positive relationships.• Demonstrates commitment to achieving overall team objectives.

This job description sets out the duties of the post at the time it was drawn up. Such details will vary from time to time without changing the general character of the duties or the level of responsibility involved.

**PERSON SPECIFICATION –
Trainee/Apprentice Solicitor**

QUALIFICATIONS

Essential	Desirable
<ul style="list-style-type: none">• Law degree or degree with law conversion• LPC/SQE1• 3 A-levels grades A* to C / 9-5, or equivalent, including English and Maths	

TRAINING

Essential	Desirable

SKILLS & ABILITIES

Essential	Desirable
<ul style="list-style-type: none">• Able to communicate clearly and effectively, both orally and in writing• Excellent organisations skills• Attention to detail• Ability to keep others informed of progress• A team player with the ability to develop and maintain good working relationships at all levels• Able to work under pressure, organising work to ensure deadlines and targets are met• Good IT and keyboard skills• Dedication to the study of law and ability to apply self-directed learning	

KNOWLEDGE

Essential	Desirable
<ul style="list-style-type: none">• An interest and base qualification in law	

EXPERIENCE

Essential	Desirable
<ul style="list-style-type: none">• None required	legal work experience

PHYSICAL, LEGAL AND OTHER REQUIREMENTS

Essential	Desirable
<ul style="list-style-type: none">• Willingness to work within the councils' core competency framework• An engaging, enthusiastic, and positive manner with a strong "can do" approach• Occasionally, be available to work additional hours outside of normal working hours when need arises• Ability to travel across Lewes District and Eastbourne Borough	

All staff must be prepared to have an understanding of the Equal Opportunities, Customer Care and Health and Safety policies. Managers in particular, must have a commitment to implement and abide by these policies.

TERMS AND CONDITIONS

Lewes District and Eastbourne Borough Councils have been on a transformational journey to fully integrate services. This has involved integrating staff teams, processes and systems whilst still retaining sovereignty of the individual councils.

The employer will be Eastbourne Borough Council.

Duration

This is a fixed term contract for two – four years, depending on qualifications.

Conditions of Service

The conditions of service for this post are for the National Joint Council (NJC) for Local Government Services. The post is graded Band C-D.

Salary

The spinal column points (SCP) for the post are as follows:

SCP 06	£24,286	SCP 11	£26,414	SCP 16	£28,761
SCP 07	£24,695	SCP 12	£26,865	SCP 17	£29,260
SCP 08	£25,112	SCP 13	£27,325	SCP 18	£29,769
SCP 09	£25,537	SCP 14	£27,795		
SCP 10	£25,971	SCP 15	£28,273		

Hours

The hours for this post are 37 a week. These will be worked within operational requirements. Actual starting and finishing times will be agreed with your manager. Within these boundaries the Council operates a flexitime scheme for all but Heads of Service. Details will be supplied to the successful candidate upon appointment.

Place of Work

Your normal place of work will be from home, however you will be required to attend the offices at either Eastbourne or Lewes, or such other places within the boundaries of Lewes District and Eastbourne Borough as may be reasonably required.

In particular, you will be required to:

- Budget for and cover the costs of all expenses incurred (including travel costs) to attend Team Meetings or Events, as well as for training at any of the Councils' sites.
- Budget for and allocate time to travel to appointments in the Councils boundaries where required. For example, visits that need to be performed as part of your role and cannot reasonably or appropriately be carried out remotely.
- Budget for and cover all postage costs (including return postage from Councils sites to your home) for all IT and other work equipment, when this needs to be replaced or updated. This includes but is not limited to, your work phone/headset and your laptop, such as for updates to software that need your laptop onsite connected to the LAN.

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- Continue to participate in all meetings as reasonably required, such as 121 meetings, team meetings, attendance management meetings, or consultations on any proposed changes, such as restructures. Where possible and appropriate, these meetings will be conducted remotely but where it is not possible or it is deemed inappropriate for the meeting to be conducted remotely, you will be required to cover all expenses incurred (including travel) for your attendance at said meetings.

Probationary Period

All posts are subject to a six months' probationary period where your suitability for the post will be assessed. During this time your progress will be reviewed and discussed with you at regular intervals.

Casual User Car Mileage

You will be entitled to mileage as a casual user on official business. This mileage is reviewed annually.

Annual Leave

The leave year runs from 1 April to 31 March and entitlement varies with length of service. The current minimum entitlement is 26 days. This increases to 30 days in the leave year following completion of five years' service. Subject to the demands of the post, you will normally receive additional paid leave on each Public Holiday.

An employee who starts part way through the year will receive a proportion of the basic holiday entitlement. For operational reasons some Service Areas have to restrict the maximum amount of holiday taken at any one time and its timing in the year. Holiday commitments entered into before taking up an appointment will be honoured wherever possible.

Notice Period

The contract of employment applicable to this post will specify a minimum period of one calendar month.

Pension

We provide membership of the Local Government Pension Scheme (LGPS) to employees aged under 75 who have a contract of employment that is for at least 3 months. The LGPS is a qualifying pension scheme, which means it meets or exceeds the government's standards.

All employees are automatically entered into the Local Government Pension Scheme unless they choose to make alternative provision for pension. Scheme members contribute the percentage of salary as set out in the table below. We will also make an employer's contribution to the scheme.

The contribution bands with effect from 01 April 2023 are:

Pay Range	Contribution
Up to £16,500	5.50%
£16,501 to £25,900	5.80%
£25,901 to £42,100	6.50%
£42,101 to £53,300	6.80%
£53,301 to £74,700	8.50%
£74,701 to £105,900	9.90%
£105,901 - £124,800	10.50%
£124,801 - £187,200	11.40%
£187,201 or more	12.50%

The pay ranges will be increased each year from 01 April in line with inflation. Based on the salary for this role, the contribution will be 5.8% increasing to 6.5% from SCP10.