



JOB DESCRIPTION

- | | | |
|------------|-------------------------------|---|
| 1. | Directorate | One Legal |
| 2. | Post Title | Principal Lawyer |
| 3. | Post Number | CCLE |
| 4. | Post Grade | K |
| 5. | Section | One Legal |
| 6. | Responsible to | Director: One Legal |
| 7. | Responsible for | Senior Lawyer(s)/Lawyer (s) (as allocated) |
| 8. | Politically Restricted | Yes |
| 9. | Main Purpose of Job | <p>To contribute to the effective operational management of One Legal in order to deliver a high quality and cost-effective legal service.</p> <p>To provide high quality pro-active legal advice, assistance and support to clients and their service areas involving major cases/projects of substantial and high complexity and significant corporate importance in the areas of law and practice.</p> |
| 10. | Specific Duties | |
| A | Client Care | |
| A1 | | Act as a principal and lead point of contact for clients on major cases/projects of substantial complexity and significant corporate importance across the primary areas of responsibility |
| A2 | | Ensure the highest standards of client care for the primary areas of responsibility by monitoring service quality, consulting with clients and delivering continuous improvement to service provision |
| A3 | | Build constructive relationships with client officers, elected members and corporate colleagues to the benefit of One Legal and the corporate whole |
| A4 | | Engage effectively with all clients and customers in order to understand their service requirements and to deliver on them |
| A5 | | Ensure that client confidentiality is maintained at all times |

B Management & Supervision

- B1** Provide effective management of such other staff as allocated to ensure effective service delivery
- B2** Undertake effective supervision of such legal staff as allocated to ensure a high standard of legal work
- B3** Set high professional standards ensuring they are met, improving individual performance and challenging unacceptable performance where necessary
- B4** Ensure all HR policies and One Legal processes in respect of management and supervision are applied fairly and consistently

C Professional/Technical

- C1** Provide a high standard of legal advice and work at all times
- C2** Keep up to date with all legislation, case law and best practice to assure the quality of legal advice and support to clients
- C3** Ensure compliance with all relevant professional standards
- C4** Identify matters which have corporate governance, propriety or probity implications and report them to a Head of Law (and the Director: One Legal where appropriate) Undertake original drafting of substantial and complex legal documentation for the areas of responsibility
- C6** Represent, promote and defend client interests in courts, public inquiries, tribunals or other forums in complex and substantial cases in the areas of responsibility
- C7** Draft reports and provide legal implications and advice on reports taking in to account the constitutional, risk and corporate governance context
- C8** Attend such meetings (including committees and cabinet) as are allocated to give legal and procedural advice and support
- C9** Ensure that risk and conflict of interest is constantly monitored in respect of all casework in accordance with One Legal procedures
- C10** Monitor the progress of work against relevant standards and timescales and ensure that performance standards and targets are met
- C11** Work cost effectively utilising information technology and legal assistant and para legal support as appropriate

D General

- D1** Ensure compliance with the Data Protection Act, Human Rights Act, Equality Act, Regulation of Investigatory Powers Act and any related guidance
- D2** Comply with all corporate policies and rules, including those relating to equal opportunities and risk management
- D3** Ensure that services are delivered in compliance with existing and new Health and Safety legislation and the Council's Health and Safety Policy and that duties are pursued in a safe manner with due regard to the health and safety of the post holder and others
- D4** Ensure compliance with One Legal and all relevant corporate values
- D5** Work to all One Legal office procedures and practices (including case management and time recording systems)
- D6** Participate in the development of such corporate projects as may be required
- D7** Work effectively and proactively to ensure income generation opportunities are maximized
- D8** Undertake any other duties assigned from time to time which are appropriate to the grade and character of the post

Note Job descriptions are subject to review and possible change on an ongoing basis to reflect One Legal and corporate requirements

Post holders are required to attend the offices of the partner councils including those of their clients and stakeholders to meet service requirements

Post holders will be required to substitute for each other in relation to meetings attended, tasks requiring completion, providing advice, etc. as required by service needs taking into account professional competence of the individual concerned



Monitoring Officer duties

To carry out the role of Monitoring Officer for the Council which has the three main roles:

1. To report on matters he/she believes are, or are likely to be, illegal or amount to maladministration;
2. To be responsible for matters relating to the conduct of Councillors and officers; and
3. To be responsible for the operation of our Constitution.

This includes:

- To be a member of the Council's Corporate Management Team with collective responsibility for the managerial leadership of the Council and with the Director of One Legal to enhance the role of the legal team across the region
- To ensure Members of the Council and Parish Councillors are supported in their leadership and community roles.
- To undertake the statutory role of Monitoring Officer and provide advice and guidance to officers and members as necessary, including attendance at committee. This will require tact and diplomacy and a finely tuned sense of political awareness.
- To deal with Code of Conduct complaints and suggest improvements to the Council's governance arrangements
- To contribute to Council strategy and policy, implement programmes and projects and monitor performance
- To contribute to developing the Council's Corporate Plan & other strategies, particularly the Constitution & related documents and strategies
- To work in a collaborative manner providing risk based options to achieve solution focused outcomes