

Person Specification



Senior Solicitor (Team Manager) – Children's and Adult Social Care

Part A

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

- Admitted solicitor/barrister
- Extensive recent experience of child protection and/or adult social care law.
- Knowledge of child protection and adult social care law.
- Excellent presentation and communication skills including the ability to clearly articulate key messages to varying audiences.
- Highly developed networking skills with the ability to build, develop and maintain effective working relationships with a range of clients, partners & stakeholders.
- Excellent negotiation and advocacy skills.
- Ability to solve complex legal problems and provide clear, pragmatic advice to clients.
- Strong leadership skills.
- Ability to manage own work and that of others to tight timescales and ensure effective use of staffing resources.
- Experience in the use of ICT (familiar with Word, Outlook and legal research websites, time recording and case management).

Desirable

- Experience of working in (and awareness of the challenges facing) a local authority legal department.
- Recent experience of managing or supervising staff.
- Experience of change management and service improvement.

Part B

The following criteria will be further explored at the interview stage:

- Knowledge and approach to areas of legal practice dealt with by the team.

- Approach to resolving complex legal problems.
- Presentational and communication skills.
- Leadership skills and approach to team management.
- Approach to equalities.