

*Forward thinking*  
Straight talking



# ***Restructuring Associate***

JOB SPECIFICATION

Gateley / LEGAL

**POSITION:** Restructuring Associate

**LOCATION:** London

**CONTRACT TYPE:** Permanent

## The *role*

We are looking to recruit a Restructuring Associate (2–6 PQE) to join our London office at an exciting point in the evolution of our Financial Restructuring & Special Situations practice.

This is a pivotal role for a driven transactional restructuring lawyer who is ready to step up, take real responsibility and play a meaningful part in the continued growth of an ambitious practice. The role offers exposure to complex, fast-moving mandates and the opportunity to work on some of the most interesting restructuring and special situations matters in the market.

You will work closely with and report directly to Liam Mills, working alongside other partners including Alexander Wood (London), and collaborating with colleagues across the firm nationally. You will also work closely with our recently launched Capital Solutions & Special Situations group, broadening your exposure across financing, advisory and investment driven mandates.

The role involves advising a wide range of stakeholders (including sponsors, corporates, creditors and investors) on matters such as:

- Debt restructurings and lender negotiations;
- Liquidity and working capital solutions;
- Liability management exercises;
- Covenant and collateral analysis;
- Alternative funding arrangements, including ABLs, mezzanine and PIK debt; and
- Distressed and opportunistic investments, acquisitions and secondary debt trades.

This is an excellent opportunity for an associate at 2-6 PQE who wants to deepen and broaden their restructuring and special situations experience in a collaborative, entrepreneurial environment, with exposure to high quality work, early responsibility and clear long-term growth opportunities.

## The *team*

Gateley's national Restructuring team brings together specialists across restructuring advisory, transactional solutions, corporate workouts and insolvency. The team advises on a broad range of financial and organisational restructurings, working across the full spectrum of situations - from solvent and insolvent business sales and exits to distressed M&A, enforcement scenarios and complex turnaround mandates.

The practice is active across a wide variety of matters, including financial restructuring, debt trading, stakeholder negotiation and management, operational change programmes and directors' duties and corporate governance issues. This breadth of work provides associates with the opportunity to develop a well-rounded restructuring skillset and exposure to both transactional and advisory work.

The team acts for a diverse client base, including secured creditors, asset based lenders, invoice discounters, financial institutions, restructuring and turnaround professionals, boards of directors and stakeholders across Gateley's wider Corporate and Real Estate platforms.

Restructuring sits within Gateley's Corporate platform and works closely with colleagues in Corporate and Banking & Finance, offering associates meaningful exposure to multidisciplinary matters and genuine national collaboration. The team is known for its supportive and collegiate culture, with a strong emphasis on development, training and long term career progression.

Gateley invests heavily in its people and is committed to recruiting, developing and retaining leading talent. The team offers a genuinely nurturing environment, supported by a clear and structured pathway for long term progression.

## The *person*

We are keen to speak with associates who:

- Are a qualified solicitor with 2–6 years' PQE;
- Have experience in restructuring, insolvency, banking & finance, special situations or a related transactional practice;
- Have worked on distressed or stressed scenarios or are keen to build this specialism within a restructuring and capital solutions context;
- Are commercially focused, with the confidence and judgement to work directly with clients and other key stakeholders;
- Enjoy collaborating across disciplines, offices and teams on complex, multi-faceted matters; and
- Are motivated by the opportunity to help build and shape a growing restructuring and special situations practice within a supportive and forward-thinking firm.

London experience is advantageous but not essential. The role offers flexibility for associates who are looking to broaden their skillset or pivot their practice toward restructuring, special situations and capital solutions, with strong support and development opportunities.

If this sounds of interest, but you prefer to work outside of London, then we are also recruiting for a similar role in the Northwest to work with Aneesh Prasad. Further details are available here: [Restructuring Legal Director in Manchester - Gateley plc](#)

## The *benefits*

With support, coaching and feedback from some of the most engaging colleagues around our great development and progression opportunities will reward your commitment and loyalty. We offer a competitive remuneration package where you'll be rewarded for your individual performance with an opportunity to receive an annual bonus.

In addition, we have a wide range of learning and development opportunities via our Learn platform to develop new skills and progress your career. Our My Flex comprehensive rewards package includes options covering annual leave (and the benefit of purchasing extra days), cycle to work, critical illness benefit, employee assistance programme, group personal pension, health care, season ticket loan and many more benefits (grade dependent). Finally, with Perks At Work/Home you can select a host of retail benefits that suit your needs alongside a Community Online Academy, free courses for all from fitness to coding to languages to hip hop dance.

# We are *Gateley*

We are forward thinking and straight talking, our approach is to find solutions to the problems that our clients face. Gateley is a legal and professional services group, we are a group of formidable experts in all areas of law and business. Passionate problem solvers, we get our kicks from finding the right answers and getting our legal and business clients where they need to be. We support more than 5,700 active clients, ranging from FTSE 100 companies to private individuals, in the UK and beyond. Being part of Gateley is not just about the expertise that you bring; it's about attitude too.

The 'Gateley Story' is the story of our people and our culture. It is what has got us to where we are today as a successful business and it's the driving force behind the Gateley Team Spirit and the values that have shaped it. We have a set of shared internal values that capture what the Gateley Team Spirit is and this includes five elements that bind us all together as one Gateley: Ambitious for Success, Forward Thinking, Room to Breathe, Trusted to Do and Working Together. Every year across the group, we recognise members of our team that have gone and above and beyond and have lived these shared values. They are recognised at our annual Gateley Team Spirit awards.

## *Diversity, inclusion and well being*

Diversity, inclusion and well being is an important part of Gateley's culture and values. We recruit talented people from a diverse range of backgrounds and cultures, providing equal opportunities for all to join our team regardless of age, sex, race, sexual orientation, disability, or culture.

We create an exciting and rewarding place to work that aims to fulfil everyone's potential and together to achieve personal and business goals. We offer flexible working patterns to help our staff achieve a good work/life balance and we encourage candidates seeking flexibility in their next role to apply for any of our vacancies.

We are proud to have been recognised by The Law Society as gold standard for our Diversity and Inclusion Charter and to be Stonewall Diversity Champions.

## Additional Information

If you are successful in receiving an offer of a role with our company a variety of pre-employment screening checks will be completed. Our screening checks can include but are not limited to your eligibility to work, professional and academic qualifications, any criminal records, your financial stability and references from previous employers. The screening that takes place will be relevant to your role and will vary from role to role.



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