

A man in a grey suit and white shirt stands in a modern office with large windows, gesturing with his right hand while speaking to a group of people seated around a table. A woman with blonde hair is visible on the right, looking towards the speaker. The office has a bright, airy feel with natural light from the windows.

Forward thinking
Straight talking

Regulatory Solicitor /Associate (2-6PQE)

JOB SPECIFICATION

Gateley / LEGAL

POSITION:	Regulatory Solicitor /Associate (2-6PQE)
LOCATION:	Birmingham
CONTRACT TYPE:	Permanent

The *role*

Our business is ambitious for success, and we are looking to recruit a solicitor or associate to join Gateley who are excited by the opportunity to grow the business and to help manage our valued client base.

To help us achieve this we are looking to appoint an experienced solicitor who is currently operating at solicitor or associate level. You will join our expanding and successful regulatory and business defence team, based in either our Birmingham or Leeds office. We are keen to speak with candidates who have experience within criminal law and wish to work on the regulatory side.

As a solicitor or associate within the team you will have the opportunity to assist and advise on the following full range of regulatory & business defence scenarios for national clients. These will include (but are not limited to):

- Police & HSE investigations including fatal accidents (corporate manslaughter, gross negligence manslaughter, H&S prosecutions).
- Environment Agency and Water Utilities investigations into pollution incidents, watercourse pollution, unlawful waste transfer, breaches of trade effluent regime.
- Trading Standards investigations into consumer protection breaches (misleading labelling etc).
- EHO investigations into hygiene issues at retail outlets, bars etc.
- Fire & Rescue Authority investigations into Fire Safety breaches arising from inspections and fires.
- Police, SFO, NCA investigations into white collar crime (fraud, bribery, AML etc).
- Cautioned interviews and prosecutions by all regulators in the criminal sphere in England & Wales jurisdiction.
- Coroner's Inquests.
- Building Safety Act compliance and breaches.

Please note this is an agile hybrid working opportunity and we the team is supportive of all manner of flexible working arrangements.

The *team*

Our nationally recognised regulatory and business defence team advises on everything that can result in criminal enforcement for businesses and office holders so there work involves all regulatory disciplines ranging from fatal accidents to fraud and pollution to bribery.

At the helm of the national team is Ruth Armstrong – Partner & Head of Regulatory & Business Defence. Ruth is noted as a recognised leader in the field within the Legal 500 and has over 30 years' experience of regulatory and white-collar defence work for businesses and senior office holders. Our team comprises of a number of experts who advise on high profile investigations for corporate clients.

Our clients include any business or office holder who may end up with a criminal conviction arising out of their work and includes: developers and construction businesses; manufacturers; sports clubs; hotels and leisure venues; as well as retail and food manufacturing businesses.

The team is close-knit and very supportive. You can expect to collaborate on high profile matters and have the opportunity to work with solicitors, associates, and partners across the department.

The *person*

This opportunity is open to a lawyer who is currently operating at solicitor or associate level with experience within regulatory, health & safety, or criminal law ideally between 2 - 6 years' PQE.

We would be open to a more junior lawyer if they have the criminal law experience and drive & enthusiasm to work on the regulatory side.

Candidates will also have the following:

- Experience of a broad range of criminal matters (we are happy with a mainstream criminal defence practitioner willing to be trained in the regulatory side).
- Experience of a broad range of regulatory matters for different sectors such as H&S, CQC, EA (this is less important if they have full criminal experience, but vital otherwise).
- Willing to learn as there are none in the marketplace who do the same breadth of work as our team so there will inevitably be a degree of learning on the job.
- Ability to travel for site visits and court cases when needed (there will be reasonable notice provided to accommodate for outside of work prior commitments and flexible working needs).
- Ambition to build and grow a network of clients within professional services.
- Excellent inter-personal skills and a friendly confident manner in engaging with clients and colleagues.
- A strong team work ethic and the ability to work effectively under pressure.
- Drive, commitment, self-motivation and a "can do" attitude.
- The ability to exercise discretion and professionalism at all times.
- Exceptional attention to detail.
- Good collaborator

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 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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