

Title: Associate 3 to 6 PQE  
Team/Department: Family Team within the  
Dispute Resolution Department

fladgate  
unlimited  
partnership

## ROLE SPECIFICATION

### **Family Team – sitting within the Dispute Resolution Department**

This is a fantastic opportunity to join a growing and market leading Family Team. The Family Team has grown from two Partners / two Associates to five Partners / five Associates within 13 months and we are now seeking a 3-6 PQE Associate to join us and be part of the growth story of the Fladgate Family Team. The Team is now ranked Tier 2 for matrimonial finance in the Legal 500, and Band 2 for matrimonial finance (HNW) in Chambers & Partners, and has ambitions to move further up the rankings. The Fladgate Family Team has acted in four reported cases (one surrogacy and three matrimonial finance) in the last 12 months and, with others in the pipeline, the team is increasingly at the forefront of family law.

The Family Team sits both within the Dispute Resolution Department (covering all contentious matters from commercial litigation, to fraud, to contentious insolvency, as well as arbitrations and construction disputes) and the Private Wealth Group. The Private Wealth Group covers contentious trusts, private client (tax and estates), immigration, residential property and art law, with the Group recently winning Chambers & Partners' Emerging High Net Worth Firm of the Year at their 2024 awards.

In view of our growing Disputes Department and Private Wealth Group, we aim to recruit astute, motivated and enthusiastic individuals to represent the Fladgate brand. We offer exceptional training and career development and the opportunity to learn from some of the best in the business.

### **Role/Responsibilities**

Working in a busy family team, this role will be supporting the partners within the team. The ideal candidate will be able to combine excellent technical and legal knowledge/experience in HNW family law, with all the 'human touch' that is required from a family lawyer. The candidate's experience will need to cover all that a HNW family practice offers – to include financial remedies, private children law and protective orders such as non-molestation and occupation orders. Experience in surrogacy and/or adoption is a bonus, and not a must.

The cases will be varied and may include for example:

- Family law issues, both contentious and non-contentious;
- Divorce/civil partnership matters;
- Complex financial disputes and jurisdictional issues;
- Private law children matters, including contact arrangements, residence, international and domestic relocation and child abduction;
- Schedule 1 claims;
- Cohabitation;
- Pre/post-nuptial and cohabitation agreements;
- Cross-border disputes (including forum shopping and issues of enforceability);
- Private Adoption;
- Trust of Land and Appointment of Trustees Act "TOLATA" claims;
- 1975 act claims;

Clients range from entrepreneurs, HNW individuals, accountants, medical professionals, investment bankers and financiers, beneficiaries of both offshore and onshore trusts, high profile actors and sportspeople, Art Dealers, authors and designers.

We are looking for the right person to join our existing team of bright, sociable and enthusiastic associates. The candidate must be dynamic and a "self-starter" capable of taking responsibility under supervision for their own files.

We encourage the development of management skills and information sharing within the department. Associates and Senior Associates are responsible for supervising junior members of the team including paralegals and trainees where required.

Being part of the Fladgate litigation team offers outstanding opportunities for personal development in legal matters, soft skills and business development with the support of partners and colleagues within a close and collegiate culture.

## PERSON SPECIFICATION

Our ideal candidate will possess most of the following attributes:

- Qualified solicitor. Individuals qualified overseas who do not require visa sponsorship will also be considered, so long as they are able to demonstrate relevant UK experience within a London law firm;
- Able to demonstrate exceptional case management and meticulous attention to detail;
- Able to demonstrate strong capabilities of direct client contact and client care;
- Uses non-chargeable time effectively, for example on marketing and business development activities;
- Able to work under pressure at times of competing deadlines and to remain calm and focused;
- Willing to learn and develop within the team;
- Strong compliance record with good financial management skills;
- Good interpersonal skills and client relationship skills;
- Able to be supportive within the team;
- Good research skills and high quality of written work;
- An interest in assisting with business development within the team is welcomed;

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About Us



## BENEFITS

We reward our staff for their continued commitment to the success of this Firm with a comprehensive range of benefits. Fladgate have also adopted a hybrid model of both office-based and home working which is a discretionary benefit depending on the role and responsibilities.

ON JOINING

- Life assurance scheme – 5x annual salary (non-contributory)
- Annual holiday entitlement – 26 days per calendar year (full time)
- Flexible holiday scheme – buy up to five days extra holiday per annum
- Staff introduction bonus – £1,000 - 5,000 depending on vacant role
- Personal training/yoga – free weekly sessions
- Free online GP service – 24/7 video GP consultations

AFTER 2  
MONTHS

- Group personal pension plan of 4% - 5% employer contributions
- Matching employee contributions of 4% - 5% (automatically enrolled)
- Processed via salary sacrifice 50% of employer NI savings added to contribution

AFTER 3  
MONTHS

- Company sick pay scheme
- Group income protection
- Season ticket loan
- Private Dental Plan – payable through monthly payroll
- Gym membership scheme – interest free gym membership loan
- Eye test vouchers – every two years

AFTER 6  
MONTHS

- Private medical insurance (PMI) for employee cover is employer-paid, however additional family cover is employee-paid

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At Fladgate, we recognise the importance of an agile approach, not only in the way we work with our clients, but our employees also. Hybrid working at Fladgate varies depending on your role and responsibilities. As a general rule, for those who can work from home and have roles compatible with home working, we operate a hybrid pattern of two days remote working and three days office based.



## Our aim

To create a culture where our people can thrive and feel supported at work. As such, the Firm's approach to parental leave is designed to ensure that anyone who is a parent or is expecting to be a parent has a positive experience prior to parental leave, during their parental leave and upon their return to work whichever type of leave they decide to take.

Our parental leave policies\* cover:

**Maternity** – We offer both statutory maternity pay (SMP) and enhanced maternity pay (EMP), subject to eligibility\*. If eligible, EMP provides 100% of your salary in weeks 1-16 and 50% of your salary in weeks 17-28. Weeks 29-39 are at the government set rate (or 90% of salary, whichever is lower). In order to receive EMP, you must undertake to remain continuously employed by the Firm and to return to work for a period of at least six months from the date of your return to work before providing notice of resignation\*.

**Paternity** – We offer enhanced paternity pay (EPP) as full basic pay for up to three weeks\*.

**Shared Parental Leave** – SPL allows parents to take up to 50 weeks' shared leave in total following the birth or adoption of a child\*.

## Adoption and Surrogacy\*

**Ordinary Parental Leave** – Allowing up to 18 weeks unpaid leave for employees who have parental responsibility for a child / children\*.

\* Full details can be found in our staff handbook, which will be provided upon offer of employment.





### **Our focus**

We know that to achieve our inclusion and diversity objectives we need to focus on a number of areas:

**Developing a diverse leadership** – We have a mix of different ethnicity and genders on our leadership groups. We are working hard to improve the gender balance of our partner team and we are striving for 30% female representation by 2025.

**Attracting a diverse workforce** – This means adopting a properly personal approach when connecting with those interested in joining our team including: ensuring fairness in our processes; working with those, like recruiters, who help us in this; a commitment that you will always meet male and female talent in our recruitment interviews.

**Engaging with everyone** in our team to ensure they are heard, supported and understood. Encourage everyone to develop their own voice in shaping our culture, their future and our service to clients. That might be working flexibly or that might be a specific career programme - everyone needs different things at different times.

**Helping all our people** in all roles to achieve their full potential. We provide training, coaching, internal mentors and buddies, whatever works for each individual and their own personal development path.



“As the I&D Partner Lead of the Firm, I am acutely aware that our vision and values are built around the word ‘personal’. We are a people business dependent on brilliant client relationships. Inclusion and diversity objectives are therefore not ‘soft’ business aspirations, they are fundamental to our success”

Helen Curtis-Goulding  
I&D Partner Lead

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**I&D at Fladgate**

# WELLBEING

The Firm recognises the importance of the health and wellbeing of all our people and that it can play a part in promoting an environment which allows everyone to flourish and reach their full potential.



- Bupa private medical insurance (optional benefit to join after six months' service)
- Optional dental insurance
- Eye care vouchers
- Flu jab vouchers
- Weekly personal (group) training or yoga sessions
- Gym membership and fitness activity discounts
- Cycle to work scheme
- Menopause care via Stella app



## PHYSICAL HEALTH

- Employee Assistance Programme (EAP), available 24/7 and 365 days a year
- Counselling and CBT sessions available via the EAP
- Annual holiday entitlement and flexible holiday scheme, with the opportunity to buy up to an additional weeks' holiday
- Resilience and stress management training
- Mental health awareness talks and training sessions
- The option to mix office-based and home working as a regular pattern of your working week



## MENTAL HEALTH

- Group personal pension and group income protection scheme
- Life assurance (5x annual salary) scheme
- Season ticket loans
- Fee-earner bonus scheme
- Client introduction bonus scheme
- Recruitment bonus
- Access to everyday lifestyle discounts, via the Vivup app
- Financial management workshops inc. mortgage and pension management



## FINANCIAL HEALTH

- Sports and social events, organised by our Sports & Social Committee throughout the year inc. summer and winter parties, bowling nights and quizzes
- CSR committee and fundraising activities
- Flexible working policy
- Loyalty holiday bonus, rewarding long service
- PRIME work experience opportunities
- Student mentoring for LPC and GDL students at the University of Law



## SOCIAL & CSR