

**Title:** Contentious Construction Associate (5+ PQE)

**Department:** Dispute Resolution (Construction)

**Reporting to:** A Partner in Construction



## ROLE SPECIFICATION

### The Construction Team

We provide quality advice on complex domestic and international building, engineering and development projects for industrial, commercial, retail, investment and heritage clients.

The team specialises in litigation, arbitration (domestic and international), adjudication and other forms of ADR across a range of sectors. We act for developers, specialist and main contractors, funds and cultural institutions. We are involved in many high-profile cases and projects, such as the second-ever adjudication case before the Supreme Court (*Bresco v MJ Lonsdale*), Hinkley Point nuclear power station, the redevelopment of Battersea Power Station, HS2 and major London developments such as 100 Bishopsgate. We are also engaged in substantial PFI projects in the healthcare, education, infrastructure and housing sectors.

As the construction team grows, we need to recruit astute, motivated and enthusiastic individuals. We offer exceptional quality of work, training and career development and the opportunity to learn from some of the best in the business. We encourage our team to take ownership of their matters and run these with minimal supervision.

### The Role

The role will be primarily to support partners in acting for investment funds, developers and contractors and on matters such as:

- Advisory work on live projects;
- Preparing and conducting adjudications;
- Assisting the conduct of High Court litigation
- Assisting with domestic and international arbitrations;

The work will cover all aspects of domestic and international construction, engineering, PFI/PP and major projects including matters such as:

- Contractual interpretation on all major industry forms – JCT, NEC, FIDIC;
- Payment;
- Delay and extension of time;

- Defects, professional negligence, termination and insolvency; and
- Strategic advice

## Responsibilities

- Take responsibility under supervision and manage all aspects of client work in line with the firm's quality control procedures.
- Deal directly with the client and other lawyers
- Work with a number of partners and associates and manage workload.
- Assist in business development and marketing initiatives.
- Supervise junior fee earners.
- Keep up to date with developments within the law and develop expertise.
- Attend appropriate training sessions.
- Take an active part in departmental activities.
- Manage the workflow to support staff.

## PERSON SPECIFICATION

### **Our ideal candidate will possess most of the following attributes:**

- Qualified solicitor in England and Wales, good degree (minimum 2.1) and good "A" level's (or equivalent).
- A minimum of 5 years' contentious construction experience.
- Able to demonstrate a commitment to construction/engineering law.

- A track record of marketing and promotional activities within their current firm (e.g published articles, speaking engagements, client gains and instructions involvement in events and pitches).
- Able to demonstrate exceptional case management and meticulous attention to detail.
- A proven track record of excellent direct client contact and client care.
- Positive work ethic.
- Energy, enthusiasm and drive.
- Reliable.
- Good social skills and personal presentation.
- Achieves results within given timescales.
- Prioritises tasks effectively.
- Good co-ordination and organisational skills.
- Able to develop own networks and business opportunities.



## 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

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

[Click here](#)

**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