

ROLE SPECIFICATION

The Dispute Resolution Department

This is a fantastic opportunity to join a dynamic, market leading, department that is highly ranked by all the leading legal directories and provides high-quality advice to private and commercial clients. The department comprises three main parts:

- Our core dispute resolution team covers litigation, arbitration, adjudication and mediation with a heavy caseload that includes insurance policyholder, group actions, civil fraud, banking and finance, corporate law, trusts, family law, intellectual property, professional negligence, contentious insolvency, real estate and regulatory investigations among other matters.
- Our construction team provides contentious and non-contentious advice to developers, funders, contractors and consultants, acts on specialist construction disputes and negotiates and advises on all forms of construction contracts.
- Our family and matrimonial team advise on all aspects of family and matrimonial law including divorce, children's issues, pre and post nuptial agreements, cohabitation claims and cross border disputes.

You will be required to work with fee earners on matters that may cover all or part of the areas above as our requirements dictate, though a key focus of this role is predominantly to work on insurance policyholder matters and to help build the already well ranked insurance policyholder practice.

In view of our growing department, 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.

The Role

Working in a busy and growing Dispute Resolution department and supporting partners across the team but with emphasis on insurance Policyholder matters.

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.

Examples of recent cases:

Recent cases include acting for the Pensée Foundation in its defence of proceedings in the London Commercial Court by the Public Institution for Social Security in Kuwait, which involves a 9 month trial before the High Court in 2025.

The firm also acts in large group action claims, with the RGL group action against Clydesdale Bank and National Australia Bank in relation to fixed-rate tailored business loans going to the Court of Appeal in 2025.

The Insurance policyholder team is currently acting in various political violence and political risk coverage disputes relating to losses in Africa and Afganistan, and is acting for a US Medical manufacturer in product liability LCIA arbitration proceedings in London subject to NY law, where the policyholder faces a \$1billion class action in the USA.

PERSON SPECIFICATION

Our ideal candidate will possess most of the following attributes:

- Qualified solicitor with at least 4 years' PQE within a dispute resolution department and specific experience within insurance coverage disputes (ideally with policyholder experience, but we will also consider lawyers with coverage experience insurer side);
- Strong academics;
- 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

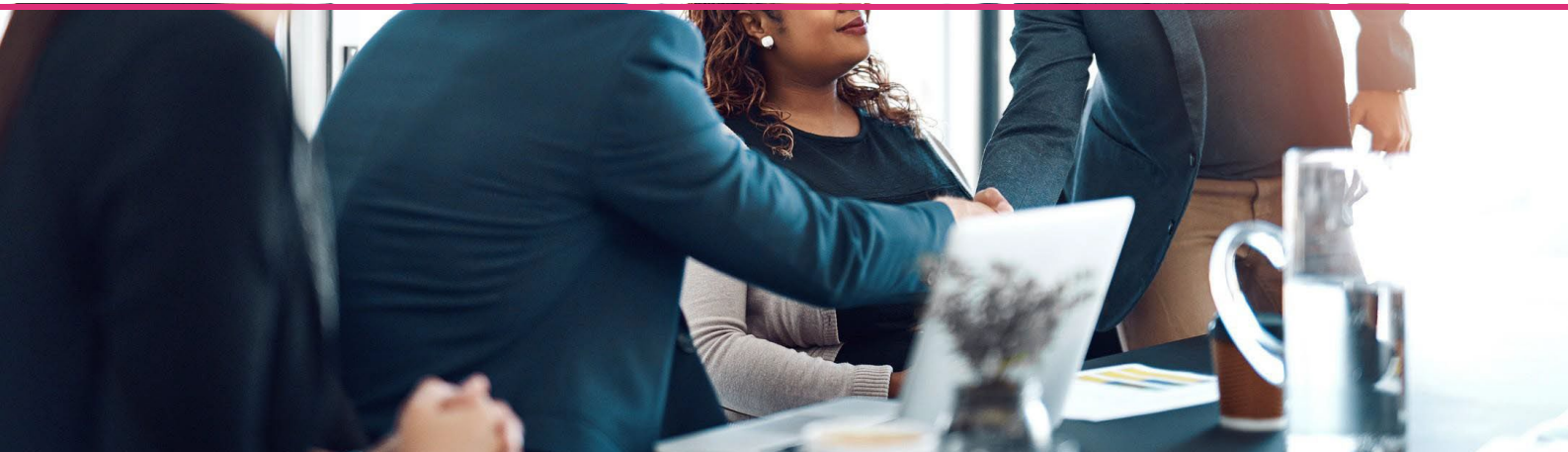
AFTER 3 MONTHS

- 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 as a taxable benefit, 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