

Title: Employment Associate (3-5 PQE)

Chargeable hours: 1350 hours

ROLE SPECIFICATION

The Employment Team

This is a fantastic opportunity to join Fladgate's exceptional employment team that covers all aspects of employment law, both contentious and non-contentious. It specialises in advising clients on complex and strategic workplace employment and partnership matters.

The practice is experienced in resolving workplace issues, board level disagreements, as well as advising on exits and post-termination issues. The group also frequently advises on TUPE regulations, and on employment-related issues on corporate and real estate transactions. There is often a strong cross-border element to its work.

Legal 500's latest rankings provide the following client testimonials:

- *'Very responsive and attentive service from the partners at Fladgate. As an international business we have time zone constraints and Fladgate always accommodate our needs very often at short notice.'*
- *'First class knowledge of all aspects of HR related legislation.'*
- *'Excellent working relationship with Michael McCartney and his direct team. Michael always supports and offers practical, first-class advice and guidance.'*
- *'A small team which punches above its weight.'*
- *'Taj Rehal and Mike Tremeer are extremely personable, calm under pressure, legally astute and deliver great results.'*
- *'The employment team are commercial and helpful, whilst being experts. They offer sound guidance and advice without being patronising.'*
- *'Mike Tremeer is excellent - pragmatic, approachable and always available to help.'*

Role/Responsibilities

As a member of this team, you will deal with high-quality advisory and litigation work for a wide range of commercial clients. You will be required to support our corporate and property teams on mergers and acquisitions in addition to supporting the employment team's significant standalone client base which consists of large multinational corporations and a number of international start-ups and small to medium-sized businesses operating primarily in the financial, media, oil and gas, leisure and pharmaceutical sectors.

Examples of recent work dealt with by the team:

- Acting for an international media/entertainment company on the restructuring and amalgamation of two media operations following an acquisition of another global media business.
- Advising Ocado on its investment into an indoor farming start-up business.
- Advising Red Tiger Gaming on the sale of its business to Stockholm-based gaming company NetEnt, in particular on the employment aspects and the senior executives' terms.
- Advising a European manufacturing business on its post acquisition restructuring required by order of the European Commission.
- Advising an international publication/media company on the sale of part of its global brands.
- Advising a global manufacturing company in relation to a pan-European restructure and redundancy exercise, including on collective consultation and its roll out across markets.
- Advising and representing a foreign bank defending a High Court claim of breach of contract claim for damages.
- Advising and representing a global media business in relation to a complex claim.
- Providing advice on employment issues stemming from corporate and property transactions, including TUPE, out/in-sourcing, reorganisations, M&As and restructuring.
- Assisting on and handling active employment litigation matters before the Employment Tribunals and the High Court.
- Advising clients on potential employment litigation including whistle-blowing, discrimination, protection of confidential information and post-termination restrictions.
- Assisting clients with day-to-day advice on all types of HR-related queries including grievance and disciplinary matters, termination of senior executives and drafting contracts of employment and staff handbooks.

General Responsibilities Include:

- Taking responsibility (under supervision) for your own work and managing all aspects of client work in line with the firm's quality control procedures and the Lexcel office manual;
- Dealing directly with clients and taking primary responsibility for cases or specific tasks as appropriate;
- Taking work from a number of partners and managing workload;
- Drafting all documentation;
- Meeting all financial targets;
- Assisting in business development and marketing initiatives;
- Supervising junior members of the department (junior associates, paralegals and trainees)

PERSON SPECIFICATION

We look for talented lawyers with the commercial expertise to manage a diverse group of mainly corporate clients.

The ideal candidate will have:

- confirmed admission to the roll of solicitors in England & Wales (overseas solicitors with UK experience who do not require visa sponsorship will also be considered);
- excellent academics;
- at least 3 years' PQE within a specialist, top calibre employment team in private practice (both contentious and non-contentious), with the ability to demonstrate recent experience in the areas of work as referred to in the job profile;
- experience acting regularly for employers, covering the full spectrum of employment law matters including HR advisory, litigation (both High Court and Tribunal) and corporate transactional work;
- a demonstrable track record of excellent client care and direct client contact;
- a willingness to be actively involved in marketing and business development; and
- a flexible attitude and the ability to work effectively as part of a diverse and inclusive team.

will be a confident communicator with a positive work ethic and the ability to build credible relationships with clients both internal and external. We are looking for an individual who will bring energy, drive and enthusiasm to this role and act as an ambassador for the Fladgate brand.



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