

Title: Legal Secretary

Department: Corporate

Reporting to: Co-ordinating Legal Secretary

fladgate
unlimited
partnership

ROLE SPECIFICATION

The Corporate department

This is a fantastic opportunity to join our market leading, corporate department that provides high-quality advice to private and commercial clients. The success of our Corporate department has been recognised by the independent guides to the UK's legal profession with top tier rankings in the 2020 edition of Chambers UK for Corporate/M&A (Lower Mid-Market) and The Legal 500 2020 for M&A: smaller deals up to £50m.

The Corporate team that is currently made up of 42 Partners, 29 Associates, 7 Secretaries, 8 Trainees, 2 Paralegals, and 3 Administrators.

Our Corporate department comprises four main sub-teams: Core Corporate; Commercial, Sports & IP; Private Client & Tax; and Employment.

As the Corporate department grows, our aim is 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

This role will be supporting a primary allocation of 8 Partners and 4 Associates from within the Core Corporate team, however this is subject to change due to business needs. The secretaries work as part of a team so there will be a need to cover workload from Private Client and other areas across the department.

Responsibilities include:

- Provide a full secretarial service to partners and other fee earners;
- Client management such as client correspondence (emails and letters, particularly where of length or with numerous attachments);
- Complete the necessary processes for new client openings;
- New matter openings, including preparation of Synopsis and conflict searches, with assistance from the Administrator(s);
- Complete the necessary file closing forms;
- Screen incoming calls, assist clients with enquiries where possible;
- Compile client care letters and draft replies to standard letters;
- Complete courier bookings for partners and fee-earners as required (via email or booking form);
- Business Development and InterAction support as required;
- Liaise with Partners and fee-earners on proactive diary management support;
- Delegate tasks to Administrator(s) as appropriate;
- Billing and supervise and assist the Administrator(s) with billing and other finance administration if and when required;
- Ensure all correspondence and documents are produced to the highest standard and in line with the firm's house style;
- Liaise with the document centre regarding the production of documents;
- Represent the best interest of the firm when dealing with people internally and externally;
- Cover and offer help to other secretaries within the support team and within the department; and
- Follow all reasonable instructions.

PERSON SPECIFICATION

Our ideal candidate will possess most of the following attributes:

- previous relevant experience within a corporate department of a law firm and knowledge of the work within a private client team;
- strong academics;
- excellent time management and organisational skills;
- meticulous attention to detail and will be able to demonstrate exceptional case management;
- a demonstrable track record of excellent direct client contact and client care; and
- excellent IT skills, including advanced working knowledge of Microsoft Word and Office packages, working knowledge of document management system and e-filing and a minimum typing speed of 65wpm.

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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

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 and 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