

**Title:** Associate Real Estate Litigation: 1- 2 PQE

**Department:** Real Estate

**Reporting to:** A Partner in Real Estate



## ROLE SPECIFICATION

### The Real Estate Department

This is a fantastic opportunity to join our market leading, Real Estate department that provides high-quality advice to private and commercial clients. The department comprises of five main parts; Core Real Estate, Non-contentious Construction, Real Estate Disputes, Planning and Residential.

- Our core real estate team covers investment, development, branded real estate, asset management and secured lending;
- Our construction team provides 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 residential team deal with high value purchases and sales, secured lending work on behalf of private banks and with a range of landlord and tenant matters;
- 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/Responsibilities

To handle a range of commercial and residential litigation matters relating (but not limited to) landlord and tenant, title issues, rights of way, commercial and residential development as well as general support for the Real Estate and Corporate teams.

The work will include but will not be limited to:

- Unopposed and opposed lease renewals under the Landlord and Tenant Act 1954
- Recovery of possession of commercial premises and those governed by the Rent Act 1977 and the Housing Act 1988;
- Arrears recovery;
- Lease covenants including their construction and enforcement;
- Dilapidations claims;
- Squatters actions;
- Adverse possession claims;

- Nuisance actions including neighbourhood disputes;
- Easements including rights of light and rights of way;
- Forfeiture and relief from forfeiture;
- Rights to buy, rights of first refusal and lease enfranchisement;
- Insolvency.

**Responsibilities include:**

- Take responsibility under supervision and manage all aspects of client work in line with the firm's quality control procedures and the Lexcel office manual.
- Deal directly with other lawyers and clients.
- Take work from a number of partners and associates and manage workload.
- Draft all documentation observing house style.
- Meet all financial targets.
- Assist in business development and marketing initiatives.
- Supervise junior members of the department including paralegals and trainees where required.
- Keep up to date with developments within the law and develop expertise.
- Attend appropriate training sessions and ensure CPD obligations are met.
- Take an active part in departmental activities.
- Manage the work flow to secretarial and 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 levels (or equivalent).
- A minimum of 1 year's experience in both residential and commercial property within a dedicated real estate litigation team in private practice
- Able to demonstrate exceptional case management and meticulous attention to detail
- Able to demonstrate a proven track record of excellent direct client contact and client care
- Positive work ethic and ability to operate within a team
- Optimism
- 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

You 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 presents themselves with professionalism and polish, who will inspire the confidence of clients and colleagues.



## 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.



# PARENTAL LEAVE & MATERNITY POLICIES

## 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