

Job title: Solicitor (0 – 1 year PQE)

Department: Charity & Social Enterprise

Reports to: Partner team leader

## Why Bates Wells?

Put simply it is a place for people creating positive impact – for our clients, colleagues and society.

Unique in having public benefit clients at our core, this permeates every aspect of life at Bates Wells, creating a distinctively dynamic and progressive culture.

Bates Wells is a professional services firm, combining a UK top 100 legal practice with consultancy services in impact measurement, outcomes-based planning and strategy, and financial services regulatory compliance. Our clients are large and small, across many sectors – including established businesses, more charities and social enterprises than any other UK law firm, public bodies, start-ups and high-profile individuals.

Widely regarded as a pioneering firm, our approach is strategic, practical and commercial, characterised by a willingness and ability to challenge and innovate. Our rankings support this.

Bates Wells was founded on a very distinct set of values, which are as strong as ever today. Our commitment to people, the environment and wider community is recognised through our [B Corporation certification](#) – the first for a UK law firm.

Our values are very important to us:

**We're people people** - we are a team of individuals, who are generous with our time and support, and we value everyone regardless of title

**We walk the walk** - we live by our principles, we believe in the individuals who work for us, and our values mean that we go above and beyond the role of a normal firm

**We face forward** - we are optimists, curious and ingenious, we seek to drive change

## About the Charity and Social Enterprise department

Our top ranked Charity and Social Enterprise department handles the most complex, high profile and high value matters for charities, philanthropists and businesses. The depth and breadth of our practice, the range of our technical knowledge and our personal commitment to serve the sector as a whole mean that we also act for clients of all sizes across the whole spectrum of non-profit activity.

Our clients include small grassroots organisations, household name charities, international NGOs, family and corporate foundations as well as charities that position themselves as social enterprises due to their commercial activities. Their work covers every area of activity including children and young people, education, the arts, disability, animal welfare, the environment, human rights, social enterprise, social finance and faith.

## About the role

We are seeking several solicitors with up to one year of post qualification experience to support our growth.

Our practice is extremely diverse, including establishment and charity registration, regulatory issues, fundraising, grants, mergers, incorporations, spin-outs, governance, commercial contracts, trusts, social finance, data privacy, elections and campaigning. Accordingly we offer opportunities to undertake both advisory and transactional work at the very cutting edge of charity and social enterprise law.

We encourage our junior lawyers to pursue their personal interests through their practice; take on early responsibility, including a high degree of client contact; contribute to business development; and work cross-departmentally through our wide range of exceptionally strong sector groups.

Whilst prior experience in charity and social enterprise law would be helpful, we welcome applications from general commercial lawyers seeking to move into this area and offer a comprehensive training programme, supported by a specialist team of professional support lawyers.

Our permeable team structure ensures a supportive environment coupled with the opportunity to work collaboratively with colleagues across the department.

We offer greater flexibility than most City firms and welcome applications on a full or part time basis.

### Attributes we seek

Applicants must be motivated by working with a firm which has a strong social purpose, considering people and the planet alongside profit.

The attributes we seek in all our people include:

- An engaged and inquisitive nature with genuine interest in our business and clients
- Willingness to ask questions, test assumptions and suggest ways to improve the way we work
- Proven ability to build and nurture relationships
- A client service focused approach
- Collaborative working as well as individual contribution
- Self-motivation and initiative
- Ability to communicate effectively to the internal and external audiences of a professional services firm, whether in writing or verbally
- Excellent attention to detail

Other attributes of particular importance to this role include:

- Excellent technical ability
- A positive and pragmatic problem solving approach to advising clients
- Ability to think creatively, particularly when advising clients with more limited budgets, and to offer options
- A clear and accessible writing style
- Ability to prioritise between a varied range of matters and tasks with different degrees of urgency

### The detail you'll want to know

- Our purpose and values help guide us. We expect everyone to express them through their dealings with clients, colleagues and the wider community
- We will invest in you, providing regular feedback and support to help you achieve your own objectives as well as those of the firm
- We promote work/life balance principles appropriate to a values driven professional services firm

- Our benefits and wellbeing package includes firm matching pension contributions, private medical insurance plus a medical benefit cash plan, discretionary bonus arrangements, life assurance, 25 days holiday (or pro rata equivalent) and opportunity to buy more, subsidised gym memberships, lifestyle discount scheme, firm-wide profit sharing scheme, on site café, and Summer in the City early Friday leaving days
- We recognise success and contribution throughout the year via our Recognition Scheme
- We operate an agile working environment. Whilst you will generally sit with your team you may sit next to different colleagues each day, or work from our atrium or rooftop garden
- During the 6 month probationary period our focus will be on supporting you to settle into your role and team, helped by a buddy whom you will meet before you join us
- Following the probationary period:
  - You will generally be able to work from home up to one day a week without a flexible working request
  - Promotions and salary reviews are considered annually in July or on a role change
  - 3 months' notice

### Some things you may not know about us

- Bates Wells is a founding B Corporation. B Corps are profit-making, purpose-driven organisations unified by one goal: to redefine success in business. The movement aims to shift global business culture towards the triple bottom line of people, planet and profit
- Our staff value our approach – reflected in our place in the Sunday Times top 100 firms to work for 2018
- Our Diversity & Inclusion Forum celebrates our differences and drives positive change
- Our charitable foundation supports sustainable social change and we encourage our people to contribute their time and skills
- Our 'Get Legal' portal uses innovative technology to provide highly customisable legal documents at a low cost
- Our commitment to your wellbeing is reflected by having qualified Mental Health Awareness Ambassadors
- We've been known to get the ice-cream van in when it gets really hot!

### Preparing to meet us

- Read about us on our website [www.bwblp.com](http://www.bwblp.com)
- Ask around about us – as widely as you can
- Depending on the role we may invite you to more than one interview, where we will discuss your values, interests and career objectives as well as your skills and experience
- The recruitment process may also include a short assessment such as preparing a paper or case study for discussion. We will give you notice and time to prepare and make any reasonable adjustments to support you

We hope to meet with you in the future.

