

EMPLOYMENT LAWYER

Job description:	Partner
Job title:	Partner (non-director)
PQE required:	Dependant on experience
Location:	London/South East/South Wales/South West (Bristol)
Reports to:	Stephen Downie, Partner and Director

WHO WE ARE

20 years in business this year, we are a young, friendly and approachable law firm with big plans. Commercial, committed to continuous improvement and genuinely collaborative, our outstanding lawyers are supported by a bright and committed support team. We really care about giving our clients the best possible service and we embrace technology and new ideas to achieve it.

ROLE OVERVIEW

By reason of the growth in demand for services to SME companies, high net worth clients and director/corporate governance services, and in light of the employment advice and assistance required on both a contentious and non-contentious basis, FWJ is seeking the addition of someone at a partner level to support this function.

We would consider a small team in support, with the objective being to offer employment advice falling into or within the following categories:

- advice including negotiation and implementing compromise agreements for directors (either for the director or for co-shareholders)
- advising and assisting with all related employment tribunal matters
- advising on dismissal and internal employment matters as part of offering to SME businesses/their directors
- advising and assisting the Insolvency department on TUPE clauses as part of insolvency sales and in respect of employment matters generally connected to insolvencies
- advising and assisting with any other TUPE aspects including, or associated to, recent furlough grants by HMRC and/or any connected disputes for or with employees.

Ideally the individual would have a following or be able to build-up a following as part of the role. We would welcome any individual with a small team who could build up a following quickly.

You will be supported by partners and other senior associates across a range of cases, but most particularly the Director Services team. You will also be supported by access to our website and online marketing tools, and CRM systems, to generate business from web enquiries.

You must be proactive, have energy and an initiative with ideas to deliver swift, high-quality responses to clients that focus on achieving the best commercial outcome for them and FWJ.

Our people are central to the success of Francis Wilks & Jones and ensuring the successful candidate (and any other members) fits into our culture is important to us. We are therefore looking for candidates who

1. Are enthusiastic in what they do both in and outside the office;
2. Want to learn and improve, aren't afraid to ask questions and aren't afraid of hard work;
3. Are personable and understand the importance of getting on with colleagues and clients;
4. Enjoy being busy and working in a team;
5. Can work under pressure;
6. Demonstrate an understanding of technology, and open to learning new systems and contributing to the firm's development in this regard;
7. Are keen to learn about the asset based lending and alternative finance markets and willing to engage in marketing efforts with new and existing clients.

Despite WFH, at FWJ the recent economic changes have had a very limited impact on our business model, with particularly our services to SME companies and Directors growing. We are focused on technology, with regular use of Teams, Zoom, conferencing, online discussions and training.

SPECIFIC EXPERIENCE SOUGHT

The successful candidate should ideally be able to demonstrate a range of experience in respect of both contentious and non-contentious employment services, including where possible experience of the following areas:

- employee compromise agreements
- negotiating employee departures at director level, possibly combined with equity buyouts and share purchase agreements
- advice to directors on employment rights, fixed term contracts, service agreements and their termination
- advice to companies and directors on disciplinary and dismissal protocols
- a detailed knowledge of TUPE and experience of this in an insolvency context
- familiarity with the recent HMRC Furlough Scheme and the legal implications and issues arising from this
- input into business sale agreements and employees' rights, including being granted or forced to relinquish shareholdings and office holdings
- employment litigation matters