

Legal Officer/Paralegal

Grade 8

Our Vision

A county where big ambitions, great connections and greener living give everyone the opportunity to prosper, be healthy and happy

Our Outcomes

Everyone in Staffordshire will:

* Have access to more good jobs and share the benefit of economic growth
* Be healthier and more independent for longer
* Feel safer, happier and more supported in their community

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

* Ambitious – We are ambitious for our communities and citizens
* Courageous – We recognise our challenges and are prepared to make   
  courageous decisions
* Empowering – We empower and support our people by giving them   
  the opportunity to do their jobs well.

About the Service

Staffordshire Legal Services is a support service within the Corporate Services Directorate. It provides quality services, within resources, promoting Staffordshire County Council’s pursuit of excellence.

Staffordshire Legal Services also provides services to a range of external clients which are effective, customer friendly and provide value for money.

We endeavour to deliver by taking into account our customer commitments, our values and our individual targets.

Reporting Relationships

Responsible to: Relevant Team Senior Lawyer

Responsible for: (Not applicable)

**Position Overview**

The post holder must have a good understanding the law relating to the post and whilst no previous local government experience is necessary, they must be able to demonstrate a good understanding of the work done by this public sector service.

The post holder will be responsible for progressing legal cases, using own initiative and must work well under pressure, meeting competing demands, and consistently maintaining a high standard of work.

The post holder will represent the relevant client department at all case related meetings and hearings, with supervision and guidance, so must have excellent written and verbal communication skills and have meticulous attention for detail. They must have a good standard of computer literacy and be confident to use IT and case management systems. They must be confident in handling sensitive data in accordance with policy and guidance.

Key Accountabilities:

1. Responsible for completing all aspects of legal casework relevant to skills, qualification and experience, in order to progress their individual caseload, or provide cover support on any colleagues’ caseload, with an appropriate level of supervision.
2. Represent the relevant client department at any case related meetings/ appropriate court hearings/small claims case management hearings/ dispute resolution hearings/tribunals/mediation/public inquiries/panels, as required by the relevant department, with the appropriate permissions and with supervision and guidance.
3. Responsible for undertaking any aspects of legal administrative support generated from own matters or from the allocated legal team, if and when required.
4. Support the wider areas of the Legal Services Unit (LSU), with both casework and legal administrative support work, when workloads dictate, with the required training and appropriate supervision in order to help achieve the objectives of the LSU.
5. Undertake research on points of law or practice when required to support the service delivery to the client departments.
6. Ensure strict adherence to the Staffordshire Legal Service’ quality standards (Lexcel) including time-recording in order to maintain the professional standards and contribute to the process of securing re-accreditation as and when required.
7. Consistently achieve chargeable hour targets as set by the Legal Services Manager.
8. Undertake training as required by the training plan and to facilitate the in-service training and to provide support and guidance to other staff members when necessary in order to support their continuous professional development.
9. Handle confidential data sensitively and securely in accordance with policy and statutory requirements.
10. Comply with employee’s health and safety responsibilities.
11. Contribute positively to Staffordshire Legal Services’ marketing and selling services commercial activities, when required.
12. Responsible for carrying out such other duties as may reasonably be required.

**Professional Accountabilities**

The post holder is required to contribute to the achievement of the Council objectives through:

**Financial Management**

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

**People Management**

Engaging with People Management policies and processes

**Equalities**

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

**Climate Change**

Delivering energy conservation practices in line with the Council’s climate change strategy.

**Health and Safety**

Ensuring a work environment that protects people’s health and safety and that promotes welfare, and which is in accordance with the Council’s Health & Safety policy.

**Safeguarding**

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

**Person Specification**  A = Assessed at Application

I = Assessed at Interview

T = Assessed through Test

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| **Minimum Criteria for Disability Confident**  **Scheme \*** | **Criteria** | **Measured by** |
| **employer_small** | **Qualifications**   * An appropriate paralegal qualification or equivalent, or proven experience in a relevant field in a legal environment for a significant period * GCSE in English minimum grade C/4 or equivalent essential * A level law preferred * Law degree and Legal Practice Course (LPC) or equivalent desirable | A/I |
| **employer_small**  **employer_small** | **Knowledge and Experience**   * Demonstrate a good understanding of the law relating to the role * Whilst no previous local government experience is necessary, must demonstrate a general understanding of the work done by this public sector service * Demonstrable experience of completing all aspects of legal casework with regular supervision at the appropriate level * Represent the relevant client department at all case related meetings/hearings/tribunals/mediation/public inquiries and panels, as required by the relevant department, with the appropriate permissions and with a level of supervision and guidance * Responsible for undertaking any aspects of legal administrative support work, generated by own files and by the allocated legal team * Demonstrable experience of working under pressure, meeting completing demands, and consistently maintaining a high standard of work * Experience of handling and processing sensitive data in accordance with policy and guidance * Experience of working using IT, with the ability to work all elements of Microsoft Office and a case management system | A/I  A/I  A/I  A/I  A/I  A/I  A/I  A/I |
|  | **Skills**   * Ability to clearly, confidently, and effectively communicate in all media forms; verbally, digitally and in writing * Ability to draft legal documents * Ability to work effectively both as a team member and independently * Able to use own initiative * Flexible and able to adapt to change and aim to achieve continuous improvement * Effective time management and prioritisation skills * Meticulous attention to detail * Ability to work under the demands of competing pressures | A/I |

**employer_small** If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, Braille, another language, on cassette or disc, please ask us by contacting **Liberata Employee Services Team on 01905 947446**

**Shared Services on 01905 947446**