

Associate/Senior Associate - Employment - Norwich

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Company: Mills & Reeve

Location: United Kingdom

Category: life-physical-and-social-science

The role

will involve working closely with our established team, led by partners and .

Depending on experience, you will be working with James and the team of Principal Associates who advise and support SME and mid-market private sector businesses local, regionally, nationally and internationally. You will be advising employers on both contentious and non-contentious employment matters, as well as engaging in business development activity to promote the firm's practice in Norwich. You will also act for employers in our education and government sectors, as well as occasionally for employees. Advocacy experience is welcome.

The person

You will have 2+ years' experience gained in a reputable firm with a substantive employment law practice.

Skills and attributes required

Essential skills

Given the challenges of this role, it is likely that your background and experience will include:

Good academics - 2.1 degree (or equivalent) and good A levels (or equivalent)

Clear enthusiasm for employment law

Excellent written English for drafting purposes

Excellent presentational skills.

You will have the ability to lead on Employment Tribunal matters and run matters with supervision.

You will have a keen interest in developing client training skills, possess a high level of IT skills, together with marketing and business development skills

You will be self-starting, possessing common sense and initiative, and the ability to work as a team-player working on complex matters. You will also have very good time and documentation management skills and have keen attention to detail. You will be able to build very good relationships with clients, potential clients and multipliers, possess very good research skills, including an ability to use online information sources. Excellent interpersonal and team skills are required, including the ability to work with others, influence and persuade.

Some previous experience of providing employment law support to corporate transactions, including drafting contracts, settlement agreements and undertaking due diligence is desirable.

The Team

You will work with James and Alex, along with the team of three Principal Associates, in addition to other members of our Norwich employment team, and will be part of the cross office Employment, Pensions and Immigration NSL which is headed up by partner, David Mills. As part of that cross office team, you may also be required to assist colleagues in other offices. In particular, the Norwich and Cambridge teams work closely together.

What else should I know?

Mills & Reeve is a major UK law firm renowned for its outstanding service to national and international clients, for its collaborative culture and for its deep sector expertise.

The firm has a strong sector focus with expertise in agriculture, charities, education, food and beverage, health, insurance, private wealth, real estate investment, sport and technology.

Clients include businesses from PLCs to start-ups, high net worth individuals and landowners, more than 120 universities, colleges and education bodies and over 100 healthcare organisations.

This is an ideal opportunity to build your skills and experience with a major UK law firm, listed as one of the **Sunday Times 100 Best Companies to Work For** for the last **20 years** - the only law firm to achieve this.

We are also proud to have been awarded **Platinum Investors in People status** this year.

The firm joins a select club of only 6% of 50,000 assessed organisations awarded the coveted platinum status.

The firm is also delighted to report for the **eighth year running** we were named as one of **Roll On Friday's`best law firms to work at`**.

Pre-employment screening

Please note that, in the event that we make an offer of employment, we will conduct pre-employment screening that includes checks relating to your professional and academic qualifications, references from previous employers, your eligibility to work in the UK and any disciplinary history recorded with the Solicitors Regulation Authority (SRA). You will also be required to complete a self-declaration to assess your character and suitability.

Disclosure and barring service check and security clearance

This post is also subject to a satisfactory response from the Disclosure and Barring Service (DBS) (to check for any previous criminal convictions and cautions) and, given the nature of the work-type, you may also be required to undergo national security vetting to SC level ; the latter can be undertaken following commencement of employment.

And finally

Mills & Reeve is committed to building a diverse workforce and fostering an inclusive environment in which all our people can thrive. We hire people from a wide variety of backgrounds because it makes our firm stronger, and we have a collaborative culture that celebrates different perspectives and values respect for one another, working together, and openness and integrity. Our approach to flexible working means that we work in a way that achieves the right balance for our people, our clients and for our business.

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