



**Job Profile and Working for Stockport Council**

Our Council

Our employees are our **greatest asset**. We’re proud of the way we provide vital frontline services every day and work together, as **one team.**

Our 4 **core values** as shown above, run through everything that we do, and we aim to stay **true** to them regardless of the challenges that we may face.

To **support** our values, we have policies, guidance and procedures around health, safety and welfare, customer care, emergency planning and security that all our **colleagues** are adhering and working to.

We also **pride** ourselves on our commitment to wellbeing and inclusivity of our colleagues and residents.

You can find out more about working for Stockport Council and some of the benefits that we offer our employees at <https://greater.jobs/locations/stockport/>

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| **Role:**  |  | CSS Manager Band 4 (Specialist) - Litigation Lawyer  |
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| **Service Area:** |  |  Legal and Democratic Governance  |
|  |  |  |
| **Directorate:** |  | Corporate and Support Services |
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| **Salary Grade:** |  |  MB4 |

**About the Job**

**Main Purpose of the Job**

The successful applicant will take on a key role within the Litigation team. You will engage in a broad spectrum of civil work across a variety of areas and provide high quality legal advice to all Directorates and the Council’s ALMO relating to areas including:

• Anti-social behaviour work, including injunctions and possession and general housing related advice

• Housing Disrepair

• Homelessness and Allocations advice

• Premises and Taxi/Private Hire Licensing

• Special Education Needs Tribunals

This also requires advocacy in courts, tribunals and advice and attendance at the Council’s Licensing Committee.

**Key Responsibilities**

* To be responsible for a personal caseload of legal matters with a focus on all housing related matters, including anti-social behaviour, disrepair, allocations and homelessness.
* To act as a legal advisor in the delivery of the Council and it’s ALMO’s functions;
* To provide advice and support in respect of SEND matters;
* To draft and negotiate notices on behalf of the Council;
* To attend and conduct advocacy at courts and tribunals;
* To attend and advise Licensing Committees;
* To remain up to date with the latest legal and practical developments affecting local authority and social housing functions.
* Comply and ensure compliance with the Council’s policies and procedures.
* Provide tactical direction and leadership across CSS and within a specialist area to establish and maintain a culture of teamwork, achievement, accountability and outcome focus.
* Deliver excellent customer service and effective client management, in order to understand, reflect and manage the expectations of customers and the reputation of CSS.
* Foster and maintain positive relationships with key stakeholders to facilitate effective contract and relationship management and achieve the most appropriate and desirable outcomes for the organisation.
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* Work collaboratively within CSS, across the Council and with partner organisations at all levels in order to maximise performance levels and operational efficiencies.
* Manage change effectively, working with colleagues in response to external drivers, resolving complex issues and ensure that CSS remains fit for purpose now and in the future.
* Recognise and respond to the political environment and expectations, addressing any sensitivity and taking an appropriate view of service priorities and requirements.
* Plan and manage significant service resources, budgets, assets, projects and staffing to maximise achievement of goals and required levels of customer service demonstrating effective value for money.
* Support employees at all levels in the elimination of duplication and other inefficiencies across CSS in order to maximise the use of resources and achieve budget targets.
* Provide effective oversight and organisational management of service or specialist areas to a high level, including responsibility for projects, budgets, risk, performance, staffing, health and safety, business continuity etc. as appropriate.
* Monitor the performance of staff and address performance issues in a timely manner to maximise individual and team outcomes. Deal with complex performance issues and support more junior managers in their application of this.
* Manage, develop and effectively deploy staff to enable them to effectively undertake their roles, responsibilities and accountabilities through organisational change and to provide for succession across CSS. Make quick decisions based upon priorities.
* Contribute to the key aims and objectives of the organisation, both within the post holder’s specific remit, across the section and Council as a whole.
* Contribute to isssues relating to Civic Resilience and Business Continuity, including representing the Service as required during an incident.
* Personal Health and Safety in the workplace.
* To work positively and inclusively with colleagues and customers so that the Council provides a workplace to deliver a service that does not discriminate against people on the grounds of their age, disability, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, religion, belief, sex, or sexual orientation.
* To fulfil personal requirements, where appropriate, with regards to Council policies and procedures, standards of attendance, health, safety and welfare, customer care, emergency, evacuation, security and promotion of the Council’s priorities.

**Additional Information**

The responsibilities set out in this document, in the advert and any additional information are intended to provide a flavour of the work you will carry out. It is not possible to include everything you will be asked to undertake, and we expect all colleagues to work flexibly according to business needs and to enhance your own development. Your skills, abilities and training needs will be taken into account and discussed with you when any significant changes to your role are needed. In line with our flexible approach you may be required to work from home for a proportion of your time or from any of the Council's sites across the borough.

The Council is an inclusive employer and holds the Disability Confident and Armed Forces Covenant accreditations. If you have a disability, we will support you by implementing reasonable adjustments to enable you to perform your role.

**About You**

Please use your application to tell us how well you meet the criteria listed below as these are the key skills, experience, technical expertise and qualifications needed to be successful in the role. We will then use all the information you provide in your application to help us decide whether you are shortlisted for interview. Any interview questions or additional assessments such as tests or presentations may also be broadly based on these criteria:

* Able to provide a copy of a current Practising Certificate or equivalent qualification entitling you to practise law in England & Wales (Barristers and Institute of Legal Executives are considered suitably qualified) demonstrating at least 2 years’ post admission experience
* Experience of anti-social behaviour powers and tools
* Experience of housing disrepair
* Experience of Special Educational Needs Tribunals
* Experience of local authority Licensing functions
* Strong analytical skills with the ability to quickly establish key issues
* Effective oral and written communication skills with a confident presentational style
* Experience of working with a range of internal and external stakeholders to work collaboratively
* CPD requirements of relevant professional body up to date

To work to the Council’s values and behaviours by:

* Keeping the people of **Stockport** at the heart of what we do
* Succeeding as a **team**, collaborating with colleagues and partners
* Driving things forward with **ambition**, creativity and confidence.

Showing value and **respect** to our colleagues, partners and customers.