



Career Graded - Lawyer Posts

These posts provide an opportunity to join an enthusiastic, driven and expanding legal team who are seeking forward thinking lawyers who want to be part of creating a dynamic and proactive legal service designed to support the council achieve its aspirations for the borough of Melton.

The legal team is committed to finding solutions and working with colleagues to create a working environment which enables individuals to grow, develop their careers and achieve objectives.

The career grade for the role is based upon relevant experience creating a programme that is flexible and broad in both content and delivery.

Melton Borough Council will support you in the career grade by:

- Providing a programme of training within the workplace to support the achievement of qualifications and experience in variety of areas
- Allow time to attend training where appropriate
- Encourage further development
- Paying an appropriate wage along with other great benefits
- Offer you flexible working opportunities to support your work life balance.

Banding	Annual Salary as at 01 April 2022
Band 9 – NQ – up to 5yrs experience.	£31,099 to £33,820
Band 10 – Experience in Local Government and demonstrable evidence of advising in a specific range of areas of the law.	£34,723 to £37,261

Progression through the grades will be dependent on satisfactory performance, development, complexity and the availability of work at the appropriate level.

Performance will monitored and feedback will be provided on a case by case basis, during 1-2-1's and through the appraisal process and will be measured using the following criteria:

- Quality of work
- Complexity of work
- Attendance
- Motivation
- Development
- Attainment of objectives/goals
- Competencies / Behaviours

This list is not exhaustive and additional criteria may be considered relevant by the line manager.

Qualification and experience

NQ – up to 5yrs PQE (post qualification experience)	Band 9
PQE (post qualification experience) required with demonstrable evidence of an ability to deal with a specific range of local government legal matters.	Band 10

Competencies / Behaviours

Band 9: Lawyer

Drafting legal paperwork in specific areas of law	Band 9
Undertaking advocacy and representing the Council in the County Court (chambers, open court etc.), the Magistrates' Court and Tribunals	Band 9
Working independently seeking supervision and support where appropriate	Band 9
Provision of legal advice in specific areas of law	Band 9
Proactively supporting service improvement in specific areas	Band 9

Participation in service and/or organisational initiatives.	Band 9
Attending internal / external meetings relevant to areas of expertise.	Band 9
To provide support to the team as and when necessary.	Band 9

Band 10: Lawyer

Drafting legal paperwork in a specific range of areas of local government law	Band 10
Undertaking advocacy and representing the Council in all Courts, Tribunals and other hearings	Band 10
Consistently completing workload with minimal supervision and support	Band 10
Provision of legal advice in a specific range of areas of local government law	Band 10
Participation in / development of service and/or organisational initiatives	Band 10
Representing the team and the Council at internal and external meetings and providing presentations as and when necessary	Band 10
Take a lead role in delivering service improvements	Band 10
To take an active role in self-development	Band 10

Dated: 18 November 2022