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| **LEGAL SERVICES AGENCY VACANCY: PARTNER** | | |
|  | **Essential** | **Desirable** |
| **Qualifications** | Enrolled solicitor with a full, current unrestricted practicing certificate from the Law Society of Scotland. |  |
| **Knowledge and Experience** | At least 3 years post qualifying experience and demonstratable experience of leading and managing staff  in an inclusive, empowering and supportive manner.  Sound knowledge of and interest in, **one or more** of the following topics:  Housing and Homelessness, Social Security and Welfare Benefits, Employment, Equalities and Human Rights law, Detentions and appeals under the Mental Health Act, Intervention Orders, Financial and Welfare Guardianships, Powers of Attorney, Community Care, Family, Social Work and Child Care law , Criminal Injuries Compensation and related areas of civil law.  Experience of managing own case load and supervising casework of others within a team.  Experience in undertaking verbal and written court/tribunal advocacy.  Experience in undertaking legal and factual research as relevant to achieving remedies for clients.  Understanding of Scottish Legal Aid eligibility and procedures.  Experience of working in a performance driven environment, with evidence of meeting targets and achieving financial sustainability.  Knowledge of working in partnerships and developing collaborative working. | Experience and confidence in financial management with experience in developing budgets and financial reports.  Knowledge and understanding of working with Boards or similar governance structure.  Experience in ensuring compliance with governance arrangements and other legal requirements within an organisation. |
| **Skills and Attributes** | A highly motivated person who is accustomed to taking significant decisions and having a high level of personal accountability.  An understanding of problems faced by all disadvantaged groups and ability to interview clients appropriately to identify potential problems and solutions.  Ability to think strategically with proven planning and implementation skills.  Excellent analytical skills with good attention to detail and demonstratable sound and balanced judgement.  Good written and verbal communication skills and ability to present information concisely.  Ability to concurrently deal with multiple responsibilities, prioritise and make best use of time and resources.  IT proficient including use of case management systems. | The ability to conceptualise, organise and speak at seminars, conferences and training events. |
| **Values and Attitudes** | Committed to the ethos of LSA and the Law Centre movement and delivering quality legal services to people who are vulnerable and disadvantaged to get the best possible result.  Commitment to and skilled in developing teams with the ability to give and receive feedback objectively with empathy.  Commitment to and playing a key role in implementing equality of opportunity policies & practices. |  |
| **Other** | Willingness to be flexible and adaptable in meeting the needs of the service  Ability to travel as required and occasionally undertake work out of office hours |  |