



Person Specification			
Post title	Senior Solicitor (People)	Grade / Salary	PMG1-3 PMG 1 / £53,006 - £58,182 PMG 2 / £59,945 - £65,496 PMG 3 / £67,446 - £73,310

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage. As this is a career graded post the grade the criteria is appropriate to is shown. For PMG1 you'll need to show your experience against the PMG1 criteria, for PMG2 you'll need to show your experience against PMG1 and PMG2 criteria. For PMG3 you will need to show your experience against PMG1, PMG2 and PMG3. Please indicate in your application which level you are applying for. Once in post you will have the opportunity to progress through PMG1-3 as you build your experience.

Shortlisting Number & Equivalent Grade	Criteria	Method of assessment
Skills, knowledge, experience		
S1 – PMG1	Experience of delivering a high quality and informed legal offer in the area of children and adults social care.	CV/SS/I
S2 – PMG1	Able to analyse complex information, to inform decision making and planning and to track impact of interventions and performance.	CV/SS/I
S3 – PMG1	Acting as an effective team leader, developing and supporting individuals but able to provide constructive challenge where needed.	CV/SS/I
S4 – PMG2	Evidence of working with client departments to improve the delivery of their offer and developing and improving client relationships as required.	CV/SS/I
S5 – PMG2	Experience of managing complex legal casework, understanding and mitigating risk to deliver the most appropriate outcomes.	CV/SS/I
S6 – PMG2	An understanding of the Council's corporate objectives and your role supporting these.	I

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S7 – PMG3	Significant experience presenting legal cases through to final hearing in a variety of settings.	CV/SS / I
S8 – PMG3	Extensive knowledge and understanding of key legislation as well as playing a role in key local or national groups striving to deliver change and excellence in service delivery.	CV/SS/I
S9 – PMG3	Ability to develop and implement change in order to develop and improve legal service, measuring effectiveness with the ability to see the bigger picture, identify strategic links and manage changing and competing priorities.	I
Personal attributes and circumstances		
P1 – PMG1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect.	I
P2 – PMG1	Actively support client services to succeed through the development and improvement of practice.	I
P3 – PMG1	Actively promote the reputation of legal services, both internally and externally, displaying enthusiasm for the work, helping to inspire colleagues and stakeholders to fully engage with the aims and long-term vision.	I
P4 – PMG2	Proactively identify and act on areas where practice can be improved, even if outside own work area	CV/SS / I
P5 – PMG2	High degree of political awareness and sensitivity.	I
P6 – PMG3	Evidence of innovative thinking, encouraging ideas from across teams, creatively working around new constraints and challenges, seen as a change agent, challenging the norm.	CV/SS / I
P7 – PMG3	An experienced leader in the legal field, your leadership style will be empowering, Inclusive and embracing diversity from all backgrounds and promoting a positive ‘can do’ attitude. You will be able to influence upwards, be seen as a role model to those around you and have excellent communication, negotiation and consultancy skills.	I
Communication		
C1 – PMG1	Exceptional communication skills across a range of mediums including oral, written and presentations.	CV/SS / I / P
C2 – PMG1	Highly developed relationship building and stakeholder management skills.	I

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Qualifications		
Q1	A qualified barrister or solicitor.	CV/SS / C
Q2 – PMG1	Evidence of continuous professional development.	CV/SS

Curriculum Vitae = Curriculum Vitae/Supporting Statement **C** = Certificate **I** = Interview **P** = Presentation

We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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