



Person Specification			
Post title	Senior Solicitor / Lawyer [Land and Property]	Grade / Salary	PMG1-3 [Career Graded] PMG1 / £53,006 - £58,182 PMG 2 / £59,945 - £65,496 PMG 3 / £67,446 - £73,312

This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
	PMG 1 Criteria	
S1	Experience of providing high level legal advice and support with the minimum of supervision on land, property and development matters, including the property aspects of complex major development work, the type of which is handled by the Council’s Major Development Team.	CV/SS/I
S2	Experience of supervising the work of junior members of staff in the carrying out of a property case load	CV/SS/I
	PMG 2 Criteria	
S3	Substantial experience of working within Local Authority providing high level legal advice and assistance to elected members and internal and external clients relating to the property functions of a Council	CV/SS/I
S4	Experience of working with clients/client departments to develop high performing teams that offer an effective response to issues presented	CV/SS/I
S5	Experience of managing and resolving the most complex legal issues, understanding and mitigating risk to deliver the most appropriate outcomes.	CV/SS/I

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	PMG 3 Criteria	
S6	Significant experience of advocacy at court/tribunal and providing legal advice on JCT contracts and other technical legislation	CV/SS / I
S7	Significant experience of leading strategic projects and/or of working with local and/or national partnerships to deliver change	CV/SS/I
Personal attributes and circumstances		
P1 – PMG1	Actively support client services to succeed through the development and improvement of practice.	I
P2 – PMG1	Adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect.	I
P3 – PMG2	Proactively identify and act on areas where practice can be improved, even if outside own work area	CV/SS / I
P4 – PMG2	High degree of political awareness and sensitivity.	I
P5 – 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
P6 – PMG3	An experienced leader in the legal field	I
Communication		
C1 – PMG1-3	Exceptional communication skills across a range of mediums including oral, written and presentations.	CV/SS / I /
C2 – PMG1-3	Highly developed relationship building and stakeholder management skills.	I
Qualifications		
Q1 – PMG1-3	A qualified barrister or solicitor.	CV/SS / C
Q2 – PMG1-3	Evidence of continuous professional development.	CV/SS

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

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Knowsley Council

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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