



Person Specification			
Post title	Senior Land and Property Solicitor/Lawyer (Commercial and Property Team)	Grade	PMG1 – 3 PMG1 /£54,703 – £60,044 PMG 2 / £61,863 - £67,592 / PMG 3 / £69,604 - £75,656

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		
	PMG1 - Criteria	
S1 – PMG1	Provision of High-Level Legal Advice: Demonstrable experience in delivering high-quality legal advice and support with minimal supervision on land, property, and development matters. This includes handling property aspects of complex major development projects, such as those managed by the Council's Major Development Team.	CV/SS, I
S2 – PMG 1	Supervision and Leadership: Proven experience in supervising and mentoring junior staff in managing property-related casework, ensuring quality and compliance with legal standards.	CV/SS, I
PMG2 - Criteria		
S3 – PMG 2	Knowledge and Expertise in Public Sector Property Functions: Demonstrable experience of providing high-level legal advice and assistance on property-related matters and a strong understanding of the role and functions of Local Authorities or equivalent public sector organisations,	CV/SS, I

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	even if gained outside direct employment in such bodies. This includes experience of working with or advising clients involved in public sector property transactions or development projects.	
S4 – PMG 2	Experience of working with clients/client departments to develop high performing teams that offer an effective response to issues presented	CV/SS, I
S5 – PMG 2	Experience of managing and resolving the most complex legal issues, understanding and mitigating risk to deliver the most appropriate outcomes	CV/SS, I
S6 – PMG 2	Project and Risk Management: Experience in managing legal aspects of major projects, including identifying and mitigating risks associated with property and development transactions.	CV/SS, I
S7 – PMG 2	Commercial Awareness: Understanding of the financial and commercial implications of property transactions and development projects within a public sector context.	CV/SS, I
S8 – PMG 2	Governance and Compliance: In-depth knowledge of statutory frameworks, governance requirements, and compliance obligations relevant to local authority property functions	CV/SS, I
	<u>PMG 3 Criteria</u>	
S9 – PMG 3	Significant experience of advocacy at court/tribunal and providing legal advice on JCT contracts and other technical legislation	CV/SS, I
S10 – PMG3	Significant experience of leading strategic projects and/or of working with local and/or national partnerships to deliver change	CV/SS, I
S11 – PMG3	Financial and Commercial Acumen: Ability to assess and advise on the financial implications of major property transactions and development schemes.	CV/SS, I
S12 – PMG3	Organisational Change and Transformation: Experience in leading or contributing to organisational change initiatives, improving efficiency and service delivery.	CV/SS, I
Personal attributes and circumstances		
	<u>PMG1 - Personal attributes and circumstances</u>	

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P1 – PMG 1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2 – PMG 1	Resilience and Adaptability - Responds positively to changing priorities and pressures.	CV/SS, I
P3 – PMG 1	A Team Player - Works collaboratively with colleagues and supports shared goals.	CV/SS, I
P4 – PMG 1	Customer Focus - Committed to delivering high-quality service to internal and external clients.	CV/SS, I
	<u>PMG2 - Personal attributes and circumstances</u>	
P5 – PMG 2	Leadership and Motivation - Inspires and supports team members to achieve high standards.	CV/SS, I
P6 – PMG 2	Strategic Awareness - Understands how legal advice impacts organisational objectives.	CV/SS, I
P7 – PMG 2	Political Sensitivity - Recognises the political context and provides impartial, balanced advice.	CV/SS, I
P8 – PMG 2	Problem-Solving and Initiative - Anticipates issues and develops practical, innovative solutions.	CV/SS, I
	<u>PMG3 - Personal attributes and circumstances</u>	
P9 – PMG 3	Vision and Strategic Thinking - Shapes long-term legal strategies aligned with corporate priorities.	CV/SS, I
P10 – PMG 3	Political Acumen and Diplomacy - Builds trust and credibility with elected members and senior leaders.	I
P11 – PMG 3	Resilience Under Pressure - Maintains composure and clarity in high-stakes situations.	CV/SS, I
P12 – PMG 3	Innovation and Forward Thinking - Anticipates future challenges and develops creative solutions	CV/SS, I

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Communication		
C1 PMG 1-3	Exceptional communication skills across a range of mediums including oral, written and presentations.	CV/SS, I
C2 PMG 1-3	Highly developed relationship building and stakeholder management skills.	CV/SS, I
Qualifications		
Q1	A qualified barrister or solicitor.	CV/SS, C
Q2	Evidence of continuous professional development	CV/SS, I

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview

P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours.
- Attitudes to use of authority and maintaining discipline

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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