Post Specification

Post Specification - Key Information

- **Post Title:** Lawyer
- **Date:** Jan 2026
- **Post Group Number:** 6992
- **Job Family:** Organisational Support
- **Job Family Role Profile:** OS14
- **Final Grade:** 14

To be read in conjunction with the job family role profile.

Service Area Description

Legal and Democratic Services

Purpose of this Post

To provide legal advice, representation and conduct of legal transactions for and on behalf of the Council on a variety of matters, which may include complex matters, in particular within the relevant technical specialist area of the team. To provide high quality, commercial and practical legal services to support the Council in achieving its lawful objectives and its corporate governance.

Key Job Specific Accountabilities

- To provide legal services relevant to the role, in particular, but not exclusively, within the relevant technical specialist area.

- To conduct and manage, in accordance with the practice standards of Legal Services, a caseload of files, including complex matters, for internal, and where appropriate external, customers, including providing representation in the courts, tribunals and at other bodies and where required, commissioning and managing external legal advice and representation.

- To provide legal advice and other relevant legal services to support strategic planning, policy formation, projects, corporate governance, decision making, review and scrutiny within the Council and provide representation at decision making bodies, boards/panels and working groups and external bodies as required by the role.

- To keep under review and provide timely and practical advice to senior managers and elected members on the implications of legislation, case law and other emerging developments in the specialist technical areas relevant to the role.

- To contribute to service planning, implementation and review within Legal Services and to the development and maintenance of high standards of legal practice management.

Please note: Annual targets will be discussed during the appraisal process.

Key Facts and Figures of the Post

- **Budget Responsibilities**: N/A for this role
- **Staff Management Responsibilities:** Provide assistance and guidance to colleagues including Managers. Support and mentor less experienced colleagues including supervision of trainee solicitors
- **Other:** N/A

Essential Criteria

Qualifications:

- The generic qualifications, experience and skills required for the role are set out in the Role Profile Description OS14.
- Professional legal qualification (Solicitor, Barrister or Legal Executive) with entitlement to practice.

Knowledge:

- As above

Experience:

- Experience in at least one of the specialist technical areas of the team.
- Sufficient experience as a practicing lawyer of the law, practice and procedures relevant to be able to carry out the functions and responsibilities of the role.
- Sufficient experience of conducting court advocacy to be able to carry out the functions and responsibilities of the role as advertised for litigation roles.

Expertise:

- As above

Disclosure and Barring Service (DBS) Checks

- This post does not require a DBS check.

Job Working Circumstances

- **Emotional Demands:** Those arising from conducting legal cases relating to the abuse of people and animals (litigation specialisms)
- **Physical Demands:** Some roles variously involve lifting and handling of court bundles and attendance at site visits.
- **Working Conditions:** Mainly office based, 'internally mobile' within the Council's Agile Working Policy. All roles will involve some travel to other offices within Cumbria as required. Litigation roles will involve travel to/from courts/other hearing venues throughout Cumbria and beyond.
- **Other Factors:** None

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- *None*