

# ROLE PROFILE - Head of Legal & Enforcement

## Legal & Enforcement



### **Role Purpose:**

Provide strong leadership to a team of lawyers to deliver high quality regulatory, disciplinary and litigation casework. Accountable for a wide range of regulatory outcomes across SRA operational areas.

### **Outcomes:**

- Accountable for cases, ensuring effective investigations, regulatory decisions and outcomes are achieved in the public interest and in line with the SRA's Enforcement Strategy
- Leadership and supervision of a team of lawyers to ensure cases are progressed effectively and appropriate outcomes are achieved (a team of up to 15)
- Provide and maintain the highest standards of decision making and case progression to operational teams across the SRA's regulatory functions
- Personal handling of serious and complex cases including those involving sensitive, high profile or novel issues
- Accountable for the progression of cases in accordance with operational deadlines and KPIs
- Ensure that the highest levels of technical expertise are developed and maintained across the operational teams
- Collaborate effectively and proactively with internal and external stakeholders
- Ensure teams of lawyers and investigators make consistent and appropriate decisions, sharing expertise with the team and across the SRA to promote a high-performance culture
- Identify and respond appropriately to legal, practical, reputational and policy risks, demonstrating an understanding of sensitive issues and escalating matters effectively as appropriate
- Prepare and present papers and presentations to a range of audiences, including internal committees and boards and staff, training events, external stakeholder meetings, seminars and conferences
- Make a positive contribution to the SRA, role modelling its values, behaviours and developing a culture of continuous improvement
- Lead by example by demonstrating fairness, focus on the public interest and a high level of legal and technical expertise
- Any other reasonable additional duties as required by the SRA to be able to fulfil the role's key result areas.

### **Knowledge, Skills & Experience:**

#### **Essential**

- Solicitor, barrister or CILEX lawyer (with criminal and/or civil litigation practising rights), admitted in England and Wales with exceptional understanding of regulatory procedures and practices, litigation and complex legal casework
- Experience of leading teams of high-performing lawyers and / or senior caseworkers
- Extensive experience of delivering and directing complex case work or litigation
- Extensive experience of exercising sound judgment, requiring the need to balance competing interests and sensitive issues
- Experience of providing high quality, strategic and impartial legal advice
- Experience of communicating effectively, explaining complex legal or technical issues clearly, commanding confidence of senior internal and external stakeholders
- Practical experience of case analysis and legal drafting in a highly complex or high-profile contentious environment
- Strong organisational skills demonstrating an ability to effectively manage self and others time

## ROLE PROFILE - Head of Legal & Enforcement Legal & Enforcement



- Experience of handling cases in an operational environment

### **Desirable**

- Experience of developing training material and delivery of training
- An in-depth understanding of the regulatory framework for the legal sector and/or the SRA's Standards and Regulations and Enforcement Strategy