

Role Purpose:

Reporting to Deputy General Counsel, the Senior Legal Policy Manager will lead on strategic policy projects. This will be a combination of strategic policy design; hands-on delivery of those policies; provision of high quality regulatory and public law advice. This is a role in a small team of the most senior legal policy advisors in the SRA.

Outcomes:

- As legal policy specialist, lead and develop major policy project/s – leading on the analysis, development and implementation of high profile and cross cutting policy issues.
- Work with the policy colleagues on the end-to-end strategic development of, as well as delivery and implementation of key policies in line with our Corporate Strategy.
- Ensure that policy project(s) are adequately planned, managed and taken forward in line with required timetables for delivery and quality measures.
- Engage with internal and external stakeholders – establishing/maintaining the organisations relationship with various stakeholders, confidently representing the SRA at a range of stakeholder meetings and various fora.
- Provide input to ensure operational priorities reflect strategic policy priorities.
- Provide high quality, effective and timely advice on the legal obligations, regulatory powers available to the organisation, including robust construction of statutes and delegated legislation and practical application to the work of the SRA as well as governance and compliance advice as appropriate.
- Ensure compliance with consultation obligations and the public sector equality duty.
- Identify and respond appropriately to legal, practical, reputational and policy risks, demonstrating an understanding of sensitive issues and escalating matters effectively as appropriate.
- Provide innovative solutions to complex legal problems in order to meet the SRA's objectives, escalating where appropriate.
- Assist in managing external lawyers and counsel to obtain high quality advice at appropriate cost.
- Provide clear and precise technical legal drafting, including delegated legislation.
- Support the coaching and mentoring of legal advisers where appropriate.
- Make a positive contribution to the SRA, role modelling its values, behaviours.
- Promote Diversity and Inclusion throughout our work.
- Acts as a positive role model to others by way of full engagement in new initiatives and ways of working.
- 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

- A qualified solicitor, barrister, CILEX lawyer, registered European lawyer or an equivalent qualified lawyer in consumer law, financial services, common law or other jurisdiction, with a current practising certificate
- Proven and significant experience as a legal policy lawyer providing high quality advice in an equivalent regulatory and/or public law environment.
- Track record of leading and delivering solutions, taking accountability for the successful resolution of very complex issues
- Deep knowledge and understanding of best practice in regulatory policy development, including risk-based regulation
- Highly analytical and intellectually agile, able to learn and manage complexity quickly. Proven ability to synthesise research and data to inform policy development
- Confident decision maker, able to lead the policy effort and develop a strategic approach for tackling complex issues
- Excellent writing skills and an ability to produce high quality board papers and other documents (eg complex reports, consultation papers, policy documents etc).
- Pragmatic and able to work collaboratively with legal and non-legal colleagues, including at senior level
- Strong interpersonal skills combined with experience of establishing and maintaining effective relationships and working with a range of internal and external stakeholders – including those at the most senior levels.
- The ability to build, manage and influence complex stakeholder relationships and represent the SRA effectively with senior external stakeholders
- The ability to motivate, develop and influence colleagues so as to support individuals, cross functional teams and the organisation in meeting key objectives
- Experience of working in a fast-paced environment where decisions are made quickly
- Proactive, open to challenge and able to make difficult decisions to progress projects to required timescales.
- Resilient and able to work in a constantly changing environment

Desirable

- Advisory experience in consumer law and/or financial services is desirable.
- An in-depth understanding of the regulatory framework for the legal sector and/or the SRA's Standards and Regulations
- Experience of advising and developing consumer focused policy
- Experience of financial services would be an advantage.