

# Job Description

## For Non-Streamlined Positions

This form is used to provide a complete description of the specific job (or role) and defines the skills, knowledge and abilities required to undertake the specific and generic role profile.

### Section A: Specific Role Profile

The specific role profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the job role and a brief description of the main duties.

#### Role Details

Job Title:	Legal Assistant	JEID	N0210
Salary Grade:	Grade G		
Team:	Legal Services - Children And Families Court Team		
Service Area:	Governance & Policy – Legal & Democratic		
Primary Location:	Shire Hall		
Political Restriction	This position is not politically restricted.		
Responsible to:	Team Lead - Children's		
Responsible for:	N/A		

#### Role Purpose

- To provide clerical and administrative support to the team.
- To undertake fee earning activity to support the team.
- To undertake legal work such as: file opening, letter preparation, preparing statements, preparing bundles, etc.
- To process routine - moderately complex legal matters (such as debt recovery, debt litigation, property transactions, etc).
- To provide advice to clients (internal and external).

#### Role Responsibilities - Generic

- Is responsible for own files for specific areas of legal work.
- Processing of own matters timely and with quality.
- Assistance and support to fee earners, including legal research .
- Reading, drafting, editing and correcting a wide range of legal documents and correspondence.
- To maintain Visualfiles case records (and any associated paper files) in accordance with Service procedures, the Office Manual and Lexcel.
- Advice to clients on matters within competence (under supervision where required).
- Attendance at court or other hearings, to support fee earners / counsel as required.

- Supporting colleagues by providing support to other members of staff as required.

The Strategy and Commissioning Manager (Legal and Democratic) or his/her nominated representative may revise the work undertaken by the post holder after discussion with him/her and he/she must be prepared to change and develop his/her role to suit the needs of the service.

## Role Tasks & Responsibilities - Specific

### About the Role

The Children and Families Court Team is a busy dynamic team that consists of approximately 40 employees. The Team provides legal support to Warwickshire's children's services teams as well as undertaking work for other Local Authorities.

As a Legal Assistant you will be required to work for a minimum of 2 Solicitors who hold a mixture of Child Protection cases. You will be responsible for gathering evidence, preparing bundles, complying with directions of the Court and ensuring that the case management system is kept up to date and in line with our Lexcel Accreditation. You may occasionally be required to attend court hearings in order to provide assistance to solicitors or counsel on more complex hearings.

### Key Skills and Experience

At least 18 months relevant experience or a formal legal qualification such as a law degree and post graduate legal practice qualification, or Part 3 CILEX. You must have an understanding of the Public Law Children Act proceedings process (gained through qualifications or experience), be Computer literate and have excellent communication and interpersonal skills.

You must have the ability to present information concisely and clearly and to deliver work on time and as planned as well as dealing with unforeseen and urgent demands.

It is essential that you are able to work as part of a busy team but also use your own initiative, remaining client focused at all times.

## Section B: Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have in order to perform the job.

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

### Essential Criteria

Assessed By:

Law Degree / ILEX3 / Undergraduate degree plus Common Professional Exam (CPE)	A, D
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OR	
18 Months experience of work related to the area of practice relating to this role	
An understanding of the Civil Procedure Rules (Civil Law)	A, I,
Knowledge and understanding of the law relating to the practice area.	A,I
To be able to analyse and interpret factual information to solve straightforward problems	A, I
To be able to communicate, in person and/or in writing, a variety of information to a range of people and be able to demonstrate tact/sensitivity when dealing with difficult situations	A, I
Experience of a range of office systems including the ability to use a keyboard with a high level of precision and speed (MS Office / SharePoint)	A, I
To be able to work under pressure including meeting deadlines and dealing with interruptions	I
The ability to cope in situations where there is an emotional demand arising from the work being undertaken	I
Experience of handling and processing manual or computerised information	I
The ability to organise own workload and decide priorities	I
Be able to maintain confidentiality & integrity	I
Ability to work as part of a team	A, I

### Desirable Criteria

Assessed By:

Working with case management system (Visualfiles)	A
Be adaptable to change, and willing to learn new skills	I
Experience of Local Authority or other public sector organisations	A, I

## Section C: Working Conditions

The working conditions relate to those non-contractual elements of the job that may impact on the holder of the position, as well as those workplace-based responsibilities that are part of this job. These are not contractual but provide a guide to the working conditions and the potential hazards and risks that may be faced.

### Health & Safety at Work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Warwickshire County Councils Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post/ role.

### Potential Hazards & Risks

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked). The purpose of recording this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks.

These hazards and risks should be based on the appropriate activity, process and/or operation risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the 'other' section.

<input type="checkbox"/> Provision of personal care on a regular basis	<input type="checkbox"/> Driving HGV or LGV for work
<input type="checkbox"/> Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects	<input type="checkbox"/> Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work purposes)
<input type="checkbox"/> Working at height/ using ladders on a regular/ repetitive basis	<input type="checkbox"/> Restricted postural change – prolonged sitting
<input type="checkbox"/> Lone working on a regular basis	<input type="checkbox"/> Restricted postural change – prolonged standing
<input type="checkbox"/> Night work	<input type="checkbox"/> Regular/repetitive bending/ squatting/ kneeling/crouching
<input type="checkbox"/> Rotating shift work	<input type="checkbox"/> Manual cleaning/ domestic duties
<input type="checkbox"/> Working on/ or near a road	<input type="checkbox"/> Regular work outdoors
X - Significant use of computers (display screen equipment)	<input type="checkbox"/> Work with vulnerable children or vulnerable adults
<input type="checkbox"/> Undertaking repetitive tasks	<input type="checkbox"/> Working with challenging behaviours
<input type="checkbox"/> Continual telephone use (call centres)	<input type="checkbox"/> Regular work with skin irritants/ allergens
<input type="checkbox"/> Work requiring hearing protection (exposure to noise above action levels)	<input type="checkbox"/> Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres)
<input type="checkbox"/> Work requiring respirators or masks	<input type="checkbox"/> Work with vibrating tools/ machinery
<input type="checkbox"/> Work involving food handling	<input type="checkbox"/> Work with waste, refuse
<input type="checkbox"/> Potential exposure to blood or bodily fluids	<input type="checkbox"/> Face-to-face contact with members of the public
<input type="checkbox"/> Other (please specify):	