

Job Title	Solicitor
Location	Hybrid, London Office
Reporting Relationship	Director of Legal Services
Responsible for	Providing high quality legal advice and representation
Term	Permanent
Salary	£48-50k
Hours	35 hours pw -Can be worked flexibly or with compressed hours. Some out of hours working may be required.
Start date	Immediately

Job purpose:

- To be a member of the BEO in house legal team.
- To use the law to challenge systemic race discrimination.
- To improve access to legal advice for those experiencing race discrimination.
- To provide legal advice that recognises and takes account of intersectionality.
- To participating in campaigning and networking.

Responsibilities

Casework-

- Provide high quality legal advice and conduct casework in the area of race discrimination and public and administrative law.
- Provide legal representation from the outset of a case, to include some advocacy, as necessary.
- To identify cases for strategic litigation.

General-

- Contribute to the development BEO's legal services both strategic litigation and individuals' access to justice.
- To work with Fundraising team to identify and develop new funding opportunities for casework.
- Contribute to the setting up, running and supervision of BEO pro bono clinics.
- Supervision of staff as appropriate.
- Represent BEO externally as required.
- Comply with Solicitor Regulation Authority (SRA) Rules of Professional Conduct.
- Keep up to date with changes in relevant areas of law and maintain CPD.
- Contribute to the development of BEO as a national civil rights organisation.

This job description is not exhaustive. The postholder may be asked to take on additional responsibilities and tasks which are in scope of the role.

Person specification

Experience / Skills / Knowledge

- A qualified solicitor with experience gained from working in social welfare law (at least 4 years' PQE).
- Experience of providing advice and information with a focus on discrimination.
- Knowledge of other areas of discrimination law, other than race.
- Experience of advocacy and representation at Tribunal and or court.
- Experience of presenting complex legal information to diverse audiences in an accessible manner.
- Be able to use a case management system
- Experience of providing 2nd tier advice.
- Knowledge or experience of running or participating in pro bono clinics.
- Experience of campaigning.
- Experience of supervision.

A strong understanding of race discrimination law and an understanding of other areas of legal practice which are relevant to BEO, such as human rights, judicial review, and statutory enquiries.

Abilities

- Demonstrable commitment to anti-racism, equality and inclusion.
- Have strong critical thinking skills and strong attention to detail.
- To take the initiative.
- To prioritise workload.
- To work to deadlines.
- Have excellent organisational and problem-solving skills.
- Have excellent communication, interpersonal and presentation skills.
- Be a strong team player who is calm under pressure and who has the energy and drive to make things happen.
- Supervision of staff and volunteers.