

# CANDIDATE PACK



## WELCOME

Thank you for your interest in joining Wirral's legal team.

There has never been a more exciting time to join Wirral Council. We are expanding our legal team to ensure deliver a dynamic, enabling service with the right people to drive innovation, improvement and growth to the Council and our communities.

We are looking for lawyers at a range of levels to join our Planning & Property team and our Contracts and Commercial team. Both teams are pivotal to the success of major transformational projects across the Council including one of the largest and most exciting regeneration projects in the UK: Wirral Waters is a project transforming the left bank of the River Mersey into an internationally recognisable destination. The Council has also set up Wirral Growth Company a limited liability joint venture partnership to bring regeneration, new homes and businesses across the borough. We need driven, innovative lawyers who are passionate about using the law to create prosperous, sustainable environments in which communities and businesses can thrive, and who put customers at the heart of our legal challenges. You will have the opportunity to put your legal mind to the test in dealing with major property, land acquisitions and disposal transactions, the creation of legal vehicles to deliver unique commercial ventures and contribute to one of the most exciting, forward thinking regeneration programmes in the UK.

As part of our team, you will have the support of our talented and passionate colleagues who are at the forefront of delivering fast-paced, challenging and ambitious plans for the Borough. This is an outstanding opportunity and we hope you will consider joining us to turn our vision into reality

Best wishes and good luck!

*Phil McCourt*

Phil McCourt

**Director of Law and Governance**



## REGENERATION OVERVIEW

During the last 12 months, we have made excellent progress in developing an ambitious Local Plan which provides the spatial blueprint for driving the regeneration of east Wirral, enhancing towns and neighbourhoods across the Borough and protecting our unique coastline and countryside.

The Government has commended us on our ambition and our progress over the last year. We are now working in partnership with Homes England and the Liverpool City Region Combined Authority to design and deliver a 15-year regeneration programme to develop a green, sustainable, waterfront city along the left bank of the world-famous River Mersey, providing at least 9,000 new homes. This is one of the largest, most aspirational regeneration programmes in the country and is key to delivering our preferred option of brownfield-first development.

We are drawing inspiration from waterfront regeneration around the world to create well-designed, sustainable neighbourhoods, which will give our communities room to breathe. The Council is committed to championing high-quality urban design, which is rooted in a sense of identity within the place and community. We believe that our brownfield-first strategy will be the catalyst to the wholesale regeneration of the urban area in east Wirral stretching along the Left Bank of the Mersey, to the benefit of the whole borough and the Liverpool City Region.

The Left Bank includes opportunities along the whole of the waterfront stretching from New Brighton to Bromborough. The scale of Wirral's regeneration means this is a once in a generation opportunity which the Council is committed to achieving, not just as physical regeneration, but as a community-based movement for change.

We have had strong, positive signs for economic growth and are working with colleagues and partners to continue this despite the impacts of Covid-19. This includes a strengthened, growing Maritime cluster with the potential to stimulate innovation and growth through a mixture of skills, infrastructure, innovation support and an 'accelerator model' approach. We also have the opportunity with our physical geography, housing growth potential and skills strength to become the centre of excellence for modular construction in the UK.

We have major developers delivering exciting projects in Wirral. This includes Peel Holdings Ltd who are delivering the £4.5bn Wirral Waters scheme around Birkenhead Docks <https://www.wirralwaters.co.uk/> and Muse Developments who have a 50:50 joint venture with the Council which is initially focused on the regeneration of Birkenhead town centre <https://wirralgrowthcompany.co.uk/>

We need bold, unique, creative lawyers to make our vision our place-shaping vision for Wirral a reality. You will be fundamental to us achieving this ambition.



DEVELOPMENTS



WIRRAL WATERS  
OVERVIEW



FOUR BRIDGES  
NEIGHBOURHOOD  
- WIRRAL WATERS



NORTHBANK  
AND LEGACY  
RESIDENTIAL -  
WIRRAL WATERS



TOWER ROAD



BIRKENHEAD TOWN  
CENTRE - WIRRAL  
GROWTH COMPANY



EUREKA  
CHILDREN'S  
SCIENCE MUSEUM  
AT SEACOMBE  
FERRY TERMINAL





# OUR LEGAL TEAM

# OUR COUNCIL & OUR VISION

As a council we work together as to keep on making Wirral a place we can all be proud of. Wirral is thriving and constantly changing. We have completely rewritten who we are as an organisation. It's an exciting time for our borough as we progress new plans and developments.

Our vision is to secure the best possible future for our residents. Our priorities are developed based on what our residents have told us they want and need.

In response we're working to:

- Build a prosperous and inclusive economy for residents and businesses.
- Create a sustainable environment to and lead the way on tackling climate change.
- Provide safe and pleasant communities.
- Support residents to lead active and healthy lives.
- Provide brighter futures for our children, young people and their families.



## OUR VALUES

We have a shared set of values that define how we work with each other, how we work with members and residents, and how we go about our daily business to give Wirral residents the best possible service. Our values have been developed with staff from across the council, who all show immense pride in what they do. Staff told us what matters to them, what motivates them and what inspires them to make Wirral a better place.

# OUR TERMS, CONDITIONS & BENEFITS

## ROLE & SALARY

This opportunity is for an Assistant Director of Asset Management and Investment. The salary is £123,456 (p.a).

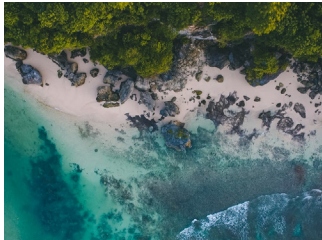


## LEAVE

You will be entitled to 27 days leave per year, plus 8 additional public holidays. Your entitlement will increase to 32 days plus the public holidays after 5 years of service.

## LOCATION

The primary location will be in Wirral but some travel will be required within Merseyside.

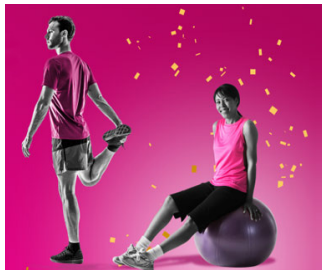


## LEARNING & DEVELOPMENT

We develop and invest in our people. Your career aspirations are important to us. We want to know what matters to you. We want to know how we can help you in the next step on your journey. We encourage learning in the flow of work, we know that collaborative learning works really well here. Most importantly, we strive for a person led learning culture. Our people are supported by their managers in their learning and are backed by the organisation.

## OTHER

Wirral also offer access to an Employee Assistance Programme, Occupational health support, a discount at Invigor8 gyms and Travel and cycle loans.



## APPOINTMENT TERM

The appointment term is permanent.



## WORKING ARRANGEMENTS

The post is full-time at 36hrs a week. Additionally, Wirral strongly supports a flexible and agile working approach.

## PENSION

Employees have the opportunity to join the LGPS, which is a tax approved occupational pension scheme.



## BENEFITS

Wirral Council has a rewards and benefits package for employees. It is free to join and offers a range of discounts in over 7,000 outlets on shopping, dining out, theatre, cinema, experiences and much more. Current schemes offer the opportunity to purchase technology, cars, phones and bicycles.

## EQUALITY & DIVERSITY

We are committed to attracting and recruiting diverse and talented people. We recognise the need for equality, diversity and inclusion within the workforce and we promote equality and diversity to raise awareness and identify and address any potential underrepresentation across the business. We will make reasonable adjustments to the recruitment process to ensure applicants are not disadvantaged.

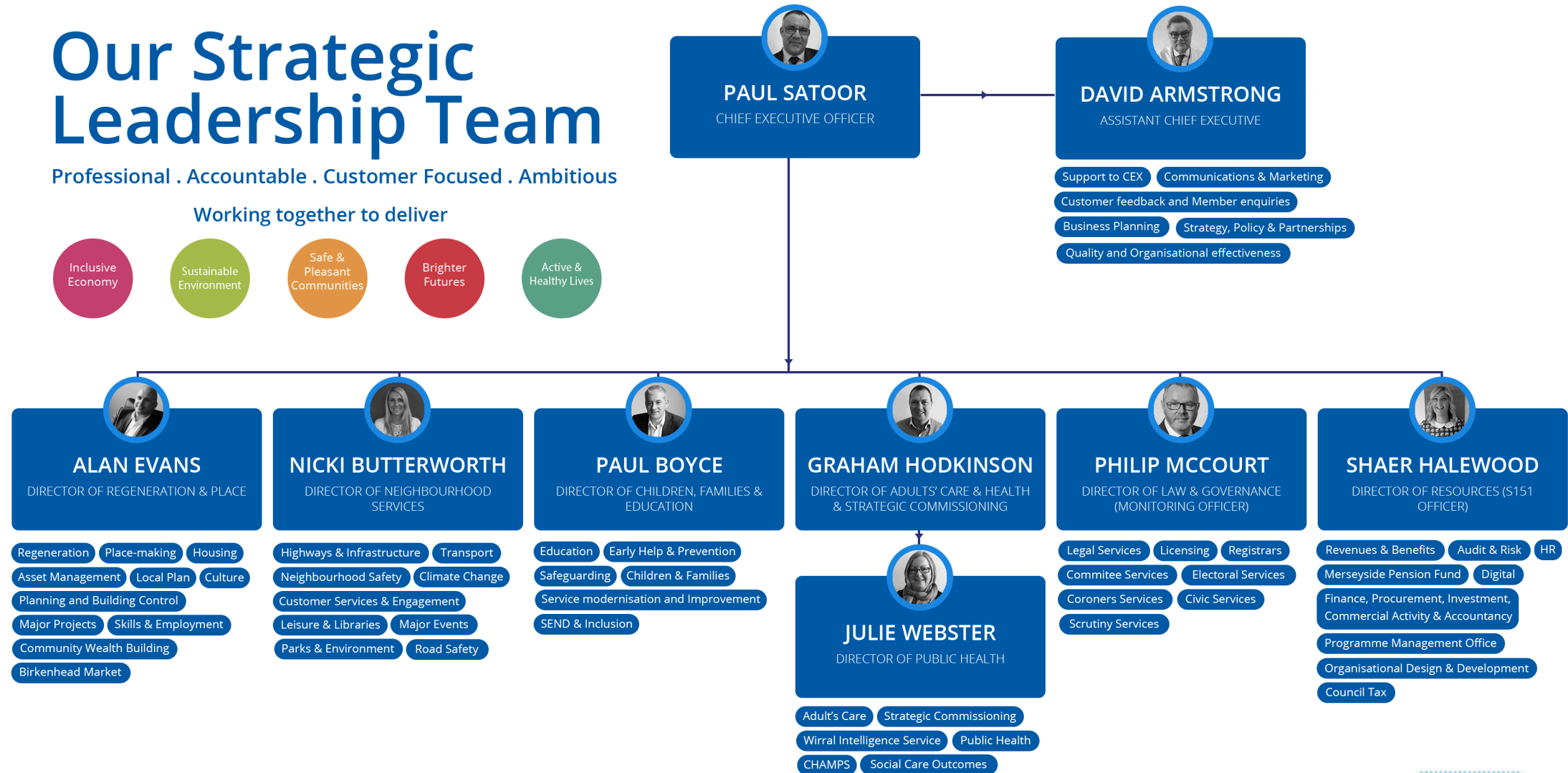


 Our Vision: To secure the best future for our residents, defined by the community prosperity we create and supported by our excellent people and services.

# Our Strategic Leadership Team

Professional . Accountable . Customer Focused . Ambitious

Working together to deliver



#BETHE  
DIFFERENCE

## OUR SENIOR LEADERSHIP TEAM

# ROLES OVERVIEW

## LEAD PRINCIPAL LAWYER - REGENERATION, PLANNING & PROPERTY

In this unique and exciting role you will provide proactive, enabling legal advice to support the strategic success of our ambitious regeneration programmes. This will include the legal management of major property land acquisitions, disposal transactions and the creation of legal vehicles to deliver unique commercial ventures across a complex legal landscape.

## PRINCIPAL LAWYER - CONTRACTS AND COMMERCIAL

As the Principal Lawyer responsible for contracts and commercial you will lead a team of professionals to ensure proactive, effective legal advice is provided on high value, complex, high profile litigation matters in all areas of this field. This will include constructive legal and constitutional advice and assistance to Council, Committees/Panels, Elected Members and senior management across the organisation. A key focus will be to support the success of one of the largest regeneration projects in the UK.

## SENIOR LAWYER - CONTRACTS AND COMMERCIAL

You will play a pivotal role in supporting the Principal Lawyer – Contract and Commercial, to ensure the Council's interests are safeguarded in this specialist area. This will include the provision of sound legal advice to enable the Council to deliver transformational change in the area of regeneration and economic growth.

## LAWYER/ASSISTANT LAWYER

Our Lawyers and Assistant Lawyers will provide advice to enable clients to adopt best practice in the delivery of timely and responsive services, ensuring operational decisions are taken on a sound legal basis. This will include drafting contracts and legal agreements, undertaking negotiations, managing litigation and undertaking advocacy to support the proper exercise of functions and powers, and protect the interests and objectives of the Council.

## TRAINEE SOLICITOR

An opportunity to undertake a varied programme of structured work placements across a range of legal and committee services, supporting a team of Lawyers to provide sound advice on a diverse range of legal matters. This will include legal work associated with safeguarding matters, prosecutions, civil litigation, planning, land and property, contracts/procurement and investigations.

# ABOUT THE PROCESS

#BETHE  
DIFFERENCE

LEGAL  
SERVICES

RECRUITMENT  
PROCESS



01

**Application Stage** - panel reviews candidate applications against essential criteria of job description and shortlists candidates for interview.

02

**Personality, Verbal and Numerical Testing** - candidates undertake all testing methods prior to interview.

03

**Assessment and Appointment** - candidates complete interview process and undertake a presentation to the panel. Panel deliberate and appoint successful candidates.

THANK YOU FOR YOUR INTEREST IN WORKING FOR  
WIRRAL.

DO YOU WANT TO BE PART OF OUR JOURNEY AND  
JOIN OUR DEDICATED TEAMS?

APPLY NOW AND #BETHEDIFFERENCE.