

**SENIOR ASSOCIATE**

| JOB IDENTIFICATION               |   |
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| <b>Job Title:</b>                | Senior Associate  |
| <b>Reports To:</b>               | Local Practice Group Head and/or responsible Partner for any given matter |
| <b>Department:</b>               | Dispute Resolution  |
| <b>Persons to be supervised:</b> | Junior Associates, Trainees and Paralegals                                |

**THE ROLE**

**Purpose:**

Responsible for all aspects of the preparation and conduct of civil proceedings, in courts and other tribunals, as well as advice on matters involving disputes or potential disputes, the enforcement of rights and obligations and the interpretation of legal documents and legislation.

**Principal Duties and Responsibilities**

- Advise clients, in keeping with the internal policies and procedures, with respect to all aspects of client matters assigned to the Isle of Man Dispute Resolution Practice Group (**the Group**).
- Represent the Group in dealings with the courts and tribunals, other law firms, government representatives, agencies, and other professionals involved with the client's matters.
- Be responsible for developing a thorough understanding of each assigned client's business and business philosophy, and for communicating that knowledge to whomever within the Group may work on the client's matters.
- Take instructions from other advocates or clients including suggesting, recommending and drafting instruments for a particular matter, involving lawyers in other practice groups where necessary or relevant.
- Be responsible for effective caseload management.
- Maintain up to date knowledge of the law, both locally and internationally as it may impact the

Isle of Man and the Group's clients.

- Draft skeleton arguments and submissions.
- Assist in updating Knowledge Management data as it relates to civil Litigation and Insolvency.
- Review documents prepared by other lawyers and provide comments thereon.
- Settle the terms of new engagements and exercise due diligence in all matters.
- Lead or assist in the drafting of precedent documentation for the Group.
- Mentor less experienced lawyers where needed.
- Participate in the Group's marketing and training programmes.
- Manage client billing, including the pursuit of clients with outstanding debt to the Firm and take the appropriate steps in accordance with internal policies and procedures.
- Manage business intelligence, including capturing all contact details and business development related activity in accordance with internal policies and procedures.
- Be directly responsible for opening of files, managing files and the closing of files upon completion and sending closed files to archives for safekeeping.
- Performs other related duties as required.

### **Knowledge, Skills and Experience Required**

- 5-10 PQE
  - Ideally, an Isle of Man Advocate with demonstrable courtroom experience but lawyers qualified in the United Kingdom or Republic of Ireland or other Common Law Jurisdictions will be considered, provided they have strong academic qualifications and courtroom experience.
  - If not already an Isle of Man Advocate, must be willing, within the short term, to undertake the necessary study and examinations to qualify as a Manx advocate.
  - Good general knowledge of civil litigation law and procedures in jurisdiction of current qualification appropriate to level of qualification and area of current specialism.
  - Experience of working on large commercial litigation and/or insolvency matters, with a leadership role on key aspects of large cases as well as experience of leading smaller cases with minimal supervision.
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- Advocacy skills appropriate to level of qualification or a willingness to develop these.
  - Good academic record, as evidenced by degree and other exam results or course grades.
  - Excellent interpersonal skills.
  - The ability to work as a member of a team.
  - Excellent oral and written communication skills and a thorough command of the English language.
  - A proven record of productivity and the ability to handle several matters at once.
  - Competent IT skills and familiarity with major office software.
  - The ability to deal effectively and courteously with clients, lawyers and colleagues, and to exercise discretion and confidentiality in all matters.
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