

Job Description | Business Services | Senior Conflicts Lawyer**The Role**

Department: Legal & Risk Department

Location: London

Role: Senior Conflicts Lawyer

Reporting to: Head of Conflicts Resolution

The Team

The Legal & Risk Department provides support to the firm's Senior Management and to the wider business, to ensure that the firm develops and maintains the very highest standards of professional conduct, optimally manages its risk and sets a healthy risk culture and ensures compliance globally with its legal and regulatory requirements. This role is a senior level role and will also lead in promoting and embedding best practice in these areas throughout the firm's global network.

The role works within the team headed up by the Head of Conflicts Resolution and also works closely with the Global Head of Business Acceptance, Head of Risk Management, General Counsel, Practice Head Groups and COLP.

Key Responsibilities

- Responsibility for guiding the firm's approach and process to managing and resolving conflicts globally; the role will be expected to work closely with the Conflicts & New Business Committee, regional Boards and Practice Group Heads to develop and deliver a practical, robust and forward-looking approach.
- Working with the Head of Conflicts Resolution in shaping the conflicts capability within the firm to support the needs of the business,
- Focussing on developing, coaching and growing the lawyers and analysts in the team who have a role within the conflicts process and identifying gaps and opportunities to enhance the entire process. Working with the Head of Conflicts Resolution to consider appropriate learning and development initiatives required and build the knowhow within the Legal & Risk team.
- Maturing the firm's approach to client engagement to ensure it's appropriate for a firm of Clyde & Co's size, reputation and geographical spread as well as its key client base.
- Supporting senior management to ensure the firm is aligned and consistent in its risk culture and approach and to develop a continually closer relationship between the department and the lawyers in all regions.
- More specifically, the role will involve:

At Clyde & Co we view diversity as critical to the international nature of our business and have created a working environment where people from different backgrounds can thrive. It is the Firm's policy to treat all employees and job applicants fairly and equally regardless of their gender, gender identity, marital or civil partnership status, race, colour, national or ethnic origin, social or economic background, disability, religious belief, sexual orientation, or age.

Please consider the environment before printing this job description.

- Managing the legal analysis of potential conflicts and confidentiality issues escalated by the Business Acceptance Team
- Guiding and advising the firm in connection with its most complex and challenging conflicts and confidentiality issues.
- Taking a lead on facilitating resolution of commercial conflict issues raised by the business and, where appropriate, liaising with senior management and Practice Group Heads.
- Developing appropriate learning and development initiatives required for and building the knowhow within the Legal & Risk team.
- Devising, leading and delivering a training programme on excellent conflicts management across the firm to embed key messages.
- Advising the firm on onerous conflicts provisions in client drafted terms of business.
- Advising the firm on conflicts issues in the context of professional negligence issues.
- Inputting into policies and procedures for managing conflicts, considering team processes and recommending changes and implementing improvements, as required.
- Mentoring responsibilities for the Conflicts Analysts and Conflicts Lawyer as well as supervisory responsibilities for the technical skills and training of the same.

Key Objectives within the Role

As part of the role the candidate will:

- Analyse and critically assess the firm's current conflicts process and approach to conflicts to ensure the firm is in the best position to take opportunities in the market over the next 5 -10 years;
- Act as the 'go-to' escalation point for conflicts and confidentiality issues raised by the Business Acceptance Team, Conflicts Lawyer and partners in the firm.
- Understand closely the key risks faced by the firm across the whole department, including conflicts and engagement with clients, Professional Indemnity risks, financial crime and data protection and privacy risk as well as key compliance messages critical to the business in order to be a champion and influencer.
- Prepare and deliver market leading conflicts/risk training across offices as well as virtually.

Essential Skills & Experience

The successful candidate will have:

- Qualified lawyer with a significant number of years' experience practising in an international law firm and with a bachelor or Master's Degree (or equivalent);
- Significant experience in managing conflicts and confidentiality risk within a law firm;

- Excellent ability to manage and influence senior stakeholders, driving action and challenging inaction;
- Strong partnership abilities; skilled in influencing and motivating others especially senior leaders;
- Strong project management, problem-solving and decision-making skills;
- Expert trainer able to inspire and influence busy executives to engage with relevant training and scenarios;
- Excellent verbal and written communication skills including presentation development and delivery;
- Proven ability to design and deliver well thought through, relevant and challenging exercise scenarios to all levels of business continuity teams;
- Ability to work independently and think critically;
- A strong service focus with the need to listen and understand the essential requirements of different areas of the firm;
- Ability to build connections and work collaboratively across boundaries at all levels.
- Ability to think laterally, commercially and analytically; dealing with large amounts of information to short deadlines; and finding practical solutions for the business.

Business Services Competencies

Clyde & Co is committed to providing extensive, personal and professional developments opportunities for our people enabling them to be highly effective in their current role as well as assist them to fulfil their career aspirations.

The competencies are used to inform all aspects of Business Services career development. They vary across levels and different business areas and fall under the following areas:

- Technical Excellence
- People and Team
- Client/Stakeholder Relationships
- Service Delivery and Commercial Awareness
- Personal Effectiveness

This is the job description as constituted at present; however the Firm reserves the right to reasonably amend it in accordance with the changing needs of the business.