

Building homes,
independence
and aspirations



Job Profile

Job Title	Commercial Lawyer		
Job Reference No.	HOMEJD507	Date of issue:	March 26

The job in a **nutshell...**

You'll work with our brilliant Commercial Legal team to provide sound legal advice on Home Group's commercial contracts (where Home Group are purchasing goods or services), as well as supported services contracts (where Home Group are delivering supported services for Local Authorities or the NHS), including dealing with housing management contracts and issues. It's about building positive stakeholder relationships and partnerships across the business, driving consistency, and effectively mitigating commercial risk. No day is ever the same!

What **success** will look like...

Stakeholder relationships are strong and established and our colleagues receive prompt, clear and reliable advice. This is achieved by assisting with legal queries and providing independent legal advice in line with strategy.

Commercial and contractual risks are identified and mitigated quickly and effectively. This includes drafting suitable contracts and effectively negotiating with suppliers.

Commercial awareness is key and is achieved through the continuous identification of legal issues, and the effective advice offered to our stakeholders. This includes advising on types of contracts required, structure of transactions, as well as identifying risks and making robust recommendations.

Delivery of a customer focused approach to legal advice, supporting stakeholders to make informed commercial decisions based on the balance of risk. Legal advice is contemporary, relevant, reflects Home Group's values and achieves our business objectives and strategy.

Compliance is accurately monitored, measured and achieved across the business by enhancing the profile of the Commercial Legal Team. This includes building strong stakeholder relationships within the legal team and across the wider business, so that colleagues are enabled to work in partnership with the commercial legal team and are seeking appropriate legal advice to make informed business decisions.

Efficiency is ensured by maintaining knowledge of Home Group's policies, ways of working and regulatory regime. This includes developing and maintaining comprehensive registers and systems to manage data, driving improvements and developing precedents for use within the business.

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Effective collaboration is achieved within the legal team and the wider business, positive partnerships and relationships are built and maintained to drive consistency across the business and effectively mitigate commercial risk. This is achieved by providing consistent advice on a variety of legal issues and working in collaboration with legal specialists (sourcing and assisting with outsourcing if required) and delivery of training sessions where appropriate to assist colleague's knowledge or understanding of legal issues.

Transactions are processed promptly and effectively, and the transaction timescales are monitored and reported to the Senior Commercial Lawyer and other senior leaders. This is achieved by providing visibility of transaction processes through to completion and measuring results, including being able to identify themes, trends and hot spots in the business to deliver targeted education and legal upskill where appropriate.

You'll already have these **brilliant** skills, qualifications and knowledge...

Transferable Skills.	Technical qualifications, experience and knowledge.
<p>We have a creative spark</p> <ul style="list-style-type: none"> • Think outside the box about how things can be done more efficiently and effectively • Act on your ideas - make things happen! • Think outside the box about how things can be done more efficiently and effectively 	<ul style="list-style-type: none"> • A qualified solicitor/barrister with proven experience in; commercial law, procurement, contractual issues, risks, contracts for sale, purchase of goods and services, framework agreements, and call-off contracts including procurements under the Public Contracts Regulations.
<p>We are great influencers</p> <ul style="list-style-type: none"> • Be a real self-starter • Be curious - listen to understand your audience's situation or style • Understand our strategy and customers and able to articulate the benefits of change 	<ul style="list-style-type: none"> • Ability to draft and negotiate contracts independently and advise on commercial issues.
<p>We have an eye for detail</p> <ul style="list-style-type: none"> • Has the technical qualifications • Applying legislation working within policies and procedures • Pays attention to the details 	<ul style="list-style-type: none"> • Ability to draft and negotiate contracts independently and advise on commercial issues.

We'd also love you to have, or be **brilliant** at... (but don't worry if not)

- Knowledge of procurement practices and tender process.
- Experience of dealing with IT contracts and procurements and knowledge of data protection issues or the governance around this.
- Experience of mentoring or supervising the work of others.

We're all **accountable** for..

Health and Safety of our ourselves and others; put simply this includes taking the time to complete all learning, understanding your role-specific responsibilities, working with reasonable care and taking steps to address and report problems related to Health and Safety.

Taking a proactive approach to your learning and development in order to be the best you can be. This includes understanding and keeping up to date with all of our relevant policies and processes as well as taking advantage of all the learning opportunities and resources available to you ... they're there for a reason but don't worry, we'll help keep you informed along the way.

Promoting equality, diversity and inclusion as a top priority at Home Group; leading by example in your actions and demonstrating our Brilliant People behaviors.

Keeping things compliant! You'll have role-specific and organisational goals but it's important you take these seriously and keep people and information secure and safe within the scope of doing your bit here at Home Group.

Comfortable operating in a modern digital workplace, including using digital tools to work collaboratively and productively.

Other **important** stuff..

Budget Holder	No	Budget value up to £	<input type="text" value="N/A"/>
Manages People	No	# of direct reports circa	<input type="text" value="N/A"/>
Travel	Occasional	Driving Essential	No
DBS	None		

