

Job Title:	Legal Adviser – Equalities		
Department:	Law & Regulation	Section:	Law & Regulation
Reports to:	Head of Legal Services		
Grade:	Falkland Islands Government Grade - B	Job Code:	451LP3
Overall Purpose of the Role			
To provide effective legal advice and support to the Falkland Islands Government; principally in connection with the Government's Programme of updating and implementing policies and legislation concerning equalities.			
Key Role Activities			
<ul style="list-style-type: none"> You will work with the Head of Legal Services and the Policy Team to support the delivery of the Government's Programme of updating and implementing policies and legislation concerning equalities. Yours is one of two key roles, together with the Policy Adviser – Equalities, which have been created to ensure the effective delivery of this Programme. You will be required to undertake legal research and provide legal advice, and to support the following aspects of the Programme; project management, policy development, stakeholder and public engagement, strategy development, communication, production of legislative drafting instructions and draft legislation, and the production and execution of implementation plans for the relevant policies and legislation. You will manage a substantial and varied personal workload with some (but limited) supervision. Whilst the above describes your main role, because of the small size of the Legal Services Team, you will need to be prepared, within reason, to sometimes carry out other work to support (and sometimes substitute for) other lawyers in the team. You will support the training and development of any trainees or work placement students. You will provide timely and accurate legal advice of a high standard. You will represent the Attorney General on Government committees and working groups to: <ul style="list-style-type: none"> (a) provide appropriate legal advice as required; and (b) contribute to the formulation of Government policy, in particular in relation to equalities. <p><i>The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.</i></p>			

Job Title:	Legal Adviser – Equalities
Additional Information	
<p>The post-holder must be prepared to quickly acquire a good working knowledge of the Law of the Falkland Islands (including the Constitution, and other relevant UK legislation as it applies to the Falkland Islands), and to familiarise themselves with the functions of the Falkland Islands Government. Whilst both the law and court systems are based on English law and the English court systems, there are many unique elements which the job-holder will be required to grasp at an early stage.</p> <p>Although this is primarily a role working with equalities policies and law, the nature of the team means that the post-holder must be prepared to assist with the provision of legal advice and representation in areas of law with which they are not familiar.</p> <p>There is no direct line management required, but the post-holder may be required assist in the supervision and development of support and other staff, such as work experience staff or trainees.</p>	
Criminal Record Checks: (This post is regarded as a sensitive post)	
<p>All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an ‘unspent’ conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).</p> <p>Any information given will be completely treated as confidential and will be considered only in relation to the post to which the application refers.</p> <p>Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.</p>	

Person Specification:	Legal Adviser – Equalities		
Criteria	Essential	Desirable	Assessment Method
Knowledge, Skills & Experience			
At least three years' post-qualification experience as a solicitor or barrister and a minimum of 1 year's experience in advising on equalities or public law	✓		A
Clearly evidenced ability to advise in equalities or public law	✓		A/I
Very good legal research skills and an ability to self-teach in a new area of law	✓		A/I/R
Ability to interpret and apply legislation and precedent	✓		I/R
Excellent analytical, reasoning, and decision making skills	✓		I/R
Good levels of advocacy skills	✓		I/R
A high level of oral and written communication skills, in particular the ability to distil and explain complexities in non-legal language when necessary	✓		A/I/R
Ability to establish credibility and earn respect of others through depth of knowledge (including relevant professionals, Members of the Legislative Assembly and the general public)	✓		A/I/R
Highly organised with excellent case management, administrative and time management skills	✓		A/I/R
Ability to work under pressure to strict deadlines, whilst maintaining accuracy and ensuring excellent attention to detail	✓		A/I/R
Excellent interpersonal skills	✓		I
Public sector experience (at a local or national level)		✓	A
Experience in a British overseas territory		✓	A
Experience in another area of law outside of your specialism		✓	A/I
Personal Attributes:			
Proactive with considerable initiative, self-motivation and ability to work in a small team to achieve its objectives	✓		I/R
Ability to meet tight deadlines and cope with heavy workloads, whilst maintaining accuracy	✓		I/R
Ability to deal with difficult situations whilst remaining calm and self-controlled	✓		I/R

Person Specification:	Legal Adviser – Equalities		
Criteria	Essential	Desirable	Assessment Method
Personal Attributes continued:			
Sound judgement	✓		I
Understanding of Governance and lawful decision making	✓		I
Qualifications & Training			
Align with FIGs Core Values – Diverse, Professional, Resilient & Resourceful	✓		A/I/R
Educated to Degree standard (or equivalent)	✓		A
Admitted as a solicitor or called as a barrister in a Commonwealth country or the Republic of Ireland	✓		A
Note to Applicants: Please ensure that you demonstrate your ability to meet the requirements of the job in your application form by giving clear, concise examples of how you meet each criterion.			

Method of assessment:

A - Application Form

I - Selection Interview

R – Reference

O - Other