



In-house Counsel

Flexible working - Head Office, London and home working

37 hours per week (Full-time)

Grade 5 Point 39: £48,626 inclusive of Inner London Weighting per annum

OR if Home-based: £44,983 + £480 Home-working allowance per annum

Permanent contract

Family Action passionately believes in the strengths within families. Families may be very different in composition and circumstances but they should all be empowered and supported to enable all members to thrive. In all that we do, Family Action is rooted in the belief that well-functioning and supported families are a driving force for happy, healthy individuals and communities. Founded in 1869, the charity was providing services to children and families before the first aeroplane flew, before the first car was invented, even before it was first made compulsory for all primary age children to attend school. Our history is remarkable- we were there at the very beginnings of social work, we created the first Citizen's Advice Bureau and the forerunners of Job Centres.

Today, we work with more than 60,000 families in over 200 community based services, as well as supporting thousands more through national programmes and grants. **We are the 7th Best Charity and 55th Large Company to work for in the UK in 2021 (Best Companies Awards), and last year won the Charity of the Year in the Third Sectors Awards 2021.**

This is an important role in Family Action and offers you the chance to be involved in interesting charity matters including; supporting the HR team with complex employment law issues, and policy development; data protection; mergers and acquisitions; procurement; pensions; property; fundraising and IP.

You will work closely with the General Counsel & Director of Systems to provide first line legal advice on commercial contracts, and support in managing organisational risk in the areas of data protection, business continuity, and health and safety with other senior managers.

You will be a practicing solicitor with strong employment law knowledge, and it would be desirable if you have an understanding of charity law with a passion to develop your career within the sector. An effective communicator, you will be comfortable interacting with both internal and external stakeholders and demonstrating an analytical and evidence-based approach to solving business issues. An ability to be a self-starter, to work under pressure, combined with a calm approach, and a sense of humour will all help to provide the blend of personal attributes that this role requires.

We are committed to Equality, Diversity & Inclusion in all that we do and welcome applications from all sections of the community. We particularly welcome applications from Black, Asian and minority ethnic candidates, LGBTQIA+ candidates and candidates with disabilities because we are committed to increasing the representation of these groups at Family Action. We know that greater diversity will lead to even greater results for families and children and strive for our workforce to be truly representative of the diverse communities we support. We offer a guaranteed interview scheme for disabled applicants and will reimburse your travel cost if you attend an interview.

What will we offer you?

We'll offer you flexible working hours, a generous pension scheme and leave entitlements, eye care vouchers, a cycle to work scheme and other great benefits. We have an excellent wellbeing offer and



we will invest in your professional development with on-going quality training and career development opportunities. You'll join an established, supportive and high-performing service and have the opportunity to thrive in an innovative organisation that values your opinion, encourages learning and has the needs of children and families at its core.

We are forward looking, ambitious and committed to continuous improvement. We are a **people focused, can-do** organisation, which strives for **excellence** in all we do and operates with **mutual respect**. If you share these values and behaviours and have the necessary skills then we look forward to hearing from you.

For an application pack and further information please visit:

www.family-action.org.uk/get-involved/work-us/current-vacancies/

Please email completed applications to: completed.application7@family-action.org.uk

Closing date: Tuesday 1st February 2022 at 9:00am

Interview date: w/c TBC (via Teams)

Appointments are subject to Family Action receiving a satisfactory disclosure from the Disclosure and Barring Service.