



Introduction to our Lawyer 2 Planning and Highways role



Herefordshire Council Introduction

Welcome! We're tucked on the edge of the West Midlands, nestled between Worcestershire and The Brecon Beacons. Here you'll be able to explore more about life within Herefordshire and working with the council, supporting our communities across the county.

Herefordshire has the best of all worlds. It's a place where the whole family can grow and thrive. Children have access to excellent education, there are well-paid jobs for adults, and the family life connects to the local community and to nature.

Our THRIVE Values are at the heart of everything that we do. We are investing in our people and culture to grow the spirit of Herefordshire, a place to thrive for both our community and our employees.

Everyone who works for Herefordshire Council has a part to play in delivering a better future for the county, and all our employees should feel supported, confident, and able to deliver their best. Our team is professional, dedicated, and determined to make a difference. Every single employee has the opportunity and a role to play to make things better for our community.

As a proud county we have a rich heritage, strong creative and connected communities, and an absolute commitment to build a better future for all of us, so that everyone feels safe, supported, and proud to live here.

Paul Walker
Chief Executive Officer



The Role

We are looking for a fresh thinking and enthusiastic Planning and Highways Lawyer to join our dedicated and friendly Planning & Highways Team within Legal Services.

Working in a mutually supportive environment, this is a fantastic opportunity to make your mark and help us take Herefordshire to the next level. The role requires expertise in planning and highways law and it is essential that you are able to demonstrate knowledge in these specialisms. You will provide legal advice and assistance on a wide range of issues, varying in complexity including but not limited to:

- Advice on large scale redevelopment schemes, CPOs, listed buildings, land contamination
- Drafting of S106 and Highway Agreements
- Planning enforcement work and planning/highway prosecutions
- Dealing with Appeals and Public Inquiries
- Lawful Development Certificates, TPO advice
- Judicial Review, High Court proceedings, governance and other areas of legal practice

You will be expected to:

- Provide advice to councillors, stakeholders and senior officers and to liaise with external bodies and legal advisers
- To attend decision making meetings including Planning Committee remotely or in person if required.
- Undertake advocacy on contentious planning and highway matters, draft documents and review Cabinet and Planning Committee Reports.
- Contribute to the improvement of the Legal Services Team
- Support junior members of the team including the Legal Apprentice in legal practice and procedure contributing towards their professional development.



Our Offer

The successful candidate must be either a Solicitor or Legal Executive who is a fellow of CiLEX or a qualified barrister. We do not stipulate a certain PQE and would welcome applications from applicants at any stage of their career, whether or not your expertise is in the public or private sectors.

In return, we offer:

- **Salary range of £49,764 to £54,180 dependant on experience**
- **Relocation packages:** support of up to £5,000
- Enrolment in the **Local Government Pension Scheme (LGPS)**
- **Professional development-** comprehensive training and development programme
- Generous annual leave: **31 days annual leave** (pro rata) plus bank holidays. You can also purchase an additional 10 days per annum (pro rata).
- **Flexible working:** including the potential for job-sharing, part-time hours and agile working.
- **Employee Assistance Programme:** 24/7 access to support and counselling
- **Payment of professional membership fees** if the role requires it
- **Pick your perks-** our benefits include access to a range of retail, leisure, holiday and health benefits. This includes savings, cash back and discounts.

The Council has recently undergone a transformation programme allowing it to be a modern, vibrant workplace where creativity and collaboration is actively encouraged and staff feel engaged and empowered. Employees are provided with choice, tools and the environment to achieve the aims of their role. Central to our vision is recognising the importance of a good home/work life balance, with the opportunity of hybrid working available.

If you would like a confidential conversation about the opportunity prior to applying please discuss with Lorna Lucas, Head of Law, Planning and Litigation on 01432 260891.



A Day in the Life

Georgina, our Senior Solicitor for Planning and Highways, has shared a day in the life overview of the role, please read on to find out more!

This is an exceptional opportunity to undertake varied, high-quality work with like-minded and supportive colleagues who are dedicated to public service and making a difference to local communities.

There is no such thing as a typical day in the life of an in-house planning and highways lawyer as the role is diverse and involves an interesting and stimulating portfolio of non-contentious and contentious matters. The Council's planning and highway lawyers play a crucial role in shaping Herefordshire by advising on statutory highway and planning provisions and negotiating a range of highway and planning agreements, ensuring the provision and maintenance of essential community infrastructure, securing developer contributions and ensuring compliance with planning and highway laws. You'll be involved in projects that affect communities, ensuring they are well-planned and executed, and contribute to a safe and efficient transportation system.

The role offers a rewarding and impactful career path, combining legal expertise with the opportunity to shape the built environment. A high level of professional judgement and political awareness is required as you will be required to represent the Council publicly in a variety of venues.

You will play a role in promoting sustainable development by advising on green infrastructure, biodiversity net gain, and other environmental considerations. The Council has been a trail blazer with its innovative project involving the construction of wetlands to address nutrient pollution in its rivers enabling new housing development to proceed by ensuring nutrient neutrality.



A Day in the Life continued...

The contentious elements provide the opportunity to work on matters including planning and highway enforcement appeals and prosecutions, compulsory purchase, judicial reviews and planning appeals and inquiries. The Council was recently successful in defending a claim for judicial review, brought by the National Farmers Union and held in the High Court in London, against the adoption of the Council's Minerals & Waste Plan, which includes agricultural waste in line with the Council's desire to improve the quality of the water in its rivers which form part of its National Landscape.

The non-contentious elements include negotiation and drafting in connection with planning (s106) agreements and unilateral undertakings and highways (s38/278) agreements and a variety of associated agreements to include enforcement, provision of specialist legal advice on all matters relating to highway and planning law, attending and advising at planning committee.

Planning law is a dynamic field, there are always new challenges, with a steady stream of judgements, new legislation and policies which enables continuous learning and adaptation to interpret what these changes are likely to mean for the Council and the implications for Herefordshire. You only need to look at some of the regular content produced by some of the leading firms and chambers to see this.

If you enjoy seeing the results of your work and the legacy it creates, then this could be the role for you!

Please refer to the Job Description and Person Specification for more details,

To apply for a position, please upload an up-to-date CV and complete the application form demonstrating your experience, skills and abilities for the role.





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