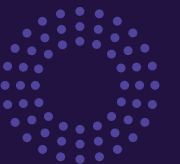




HOWARD KENNEDY

Your straightforward guide to working at Howard Kennedy

Senior Associate, Real Estate Dispute Resolution



Welcome message

There's something special about Howard Kennedy.

We can sum it up in a single word: Straightforward.

The market evolves constantly, as do our clients' needs. We must always be ready to meet these changing demands. Our clients are after a lot more than sound advice. They want experts who bring clarity to daunting challenges in areas. It's people who matter most to them – they look for someone they can work closely with, who understands their business and who is there for the long haul.

That's why it's important that people that come and work for us, and the same vision and values.

As a law firm we aim to provide straightforward legal advice to our clients in a world of uncertainty, and to be a place where people thrive and our values prevail.



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About us

We are a London based, full-service law firm, specialising in providing straightforward advice to entrepreneurial businesses and individuals on domestic and international matters. With over 150 lawyers in one location, we ensure our clients have the right team to help them get from where they are to where they want to be.

We advise major corporates and institutions as well as entrepreneurial, ambitious enterprises which are often privately or family owned, or private equity backed. As well as our significant business law capability, we are one of only a few London-based law firms with a large private wealth offering. Our clients find our straightforward approach a compelling alternative to larger, less personal firms.

Our values

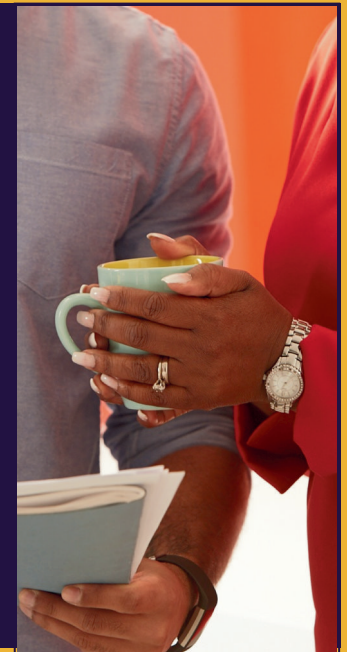
Our values act as a built-in compass, guiding us in the way we behave, the things we say and the decisions we make.

Talk straight

Think smart

Be yourself

They point us in the right direction so that we can keep our firm's promise and grow our business.



Howard Kennedy at a glance

We have over 150 lawyers operating out of a single London office so we can be agile and responsive in our decision making and more collaborative in our working style.

375+

People

150+

Lawyers

55+

Partners

At least a quarter of our revenue comes from outside the UK. Our clients' needs often have an international component and the requirement is growing.

25%

International work

70+

Countries

2

International legal networks

Sectors and services

We are a full-service firm organised into 17 legal service teams and a focus on seven key sectors.

- Energy
- Investment Funds
- Media & Entertainment
- Private Wealth
- Real Estate
- Retail & Leisure
- Sport

£56.9m

2020/2021 revenue



Why Howard Kennedy

Work practices

We are a modern employer and strive to continually strengthen our inclusive, values driven culture to create a place where we belong and feel respected. The wellbeing of our people is of top priority and our strategy includes a focus on the physical, psychological, financial and relational wellbeing.

Training and development

Our aim is to provide the opportunities for our people to be the best they can be, to drive change and to meet our strategic objectives. There are established career frameworks in place for both lawyers and support services. We also run a top talent programme for both legal professionals and our business services teams. These are designed to enable our top performers to achieve their potential and ensure succession for key roles within the firm.

Responsible business

All businesses impact the world in which they operate in some way. While we have been undertaking a range of initiatives to encourage the positive and reduce the negative impact of everything we do for some time, we have recently formalised our approach. This was achieved through engaging with both internal and external stakeholders.

Wellbeing

The wellbeing of every employee at Howard Kennedy is important to us and the future of our business. This has been a particular focus for the management during the Coronavirus outbreak. The health needs of our people are supported through employer-funded private medical insurance, the Employee Assistance Programme, Occupational Health support and access to a 24/7 virtual GP service. We have also offered free and confidential counselling during the lockdowns.

Job description

THE ROLE

We have an excellent opportunity for a Senior Associate to join our collegiate and well regarded Real Estate Dispute Resolution team. The team advise funders, landlords, tenants, developers, investors, high net worth individuals, hoteliers and retailers on a wide range of commercial and residential issues.

The team's strategy rests on 4 workstreams:

- **Development and Neighbourly rights** - Party Wall etc. Act 1996, Boundary disputes, trespass and adverse possession, Rights of Light, Access to Neighbouring Land Act, Restrictive covenants, Easements and interruption/diversion, Defective Premises Act 1972, Nuisance, Utilities
- **Residential** - Individual enfranchisement, Collective enfranchisement, Right to manage, Right of first refusal, Breach of user covenants, Landlord possession claims, Chargee possession claims and exercising power of sale, Trusts of Land and Appointment of Trustees Act 1996, Residential service charge disputes and dispensations, Consumer rights and protections, Co-ownership and estoppel, Enforcement of residential tenancies and leaseholds, Compliance with residential tenancy regulation
- **Commercial asset management** - Business lease renewal, Forfeiture and relief from forfeiture, Dilapidations claims, Site clearance and vacant possession, Break notices, Contested alienation (assignment and underletting), Contested alterations and improvements, Rent review arbitrations, Property insolvency (inc. CVAs, administrations, liquidations, disclaimer, dissolution and bona vacantia), Commercial service charge disputes, Guarantees and AGAs, Commercial rent arrears recovery (CRAR)
- **Property Contract Disputes** - Contested completion and deposit disputes, Specific performance, Injunctions, Building defects claims, Professional negligence, Misrepresentation, Mistake and rectification, Rectification of the Register

We are ideally looking for individuals who have experience across all of the 4 work-streams.

You will be responsible for working closely with the Partners, Senior Associates, Associates and Solicitors in the department, managing your own caseload, as well as taking a role in supervising less experienced members of staff and assisting in their development.

Job title: Senior Associate

Position Type: Permanent

Benefits:

- Competitive salary
- 25 days annual holiday
- Permanent Health Insurance
- Life Assurance
- Interest free Season Ticket Loan
- Private Healthcare
- Pension Scheme
- Staff Introductory Scheme
- Employee Assistance Programme

ROLE RESPONSIBILITY

You will be involved in tasks including but not limited to;

- Managing complex client matters, identifying and analysing all legal and commercial issues;
- Managing all stages of the life-cycle of a contentious matter from the review of initial information upon first instruction to the conclusion of a matter, including the preparation of pre-action correspondence, issuing of court proceedings where necessary, preparation of witness evidence and all other work required on a matter to bring it to trial or to settlement;
- Acting as a trusted adviser through demonstrating and applying a thorough understanding of the client's needs and risks;
- Instructing and liaising with Counsel and other experts where necessary;
- Running meetings with clients, Counsel or opposing parties;
- Ensuring delivery of commercially-focused work, completed to high quality and consistent standards.
- Developing and maintaining relationships with clients and identifying and converting new business opportunities to progressively develop a client portfolio;
- Contributing to the team's business development activities, including thought leadership;
- Overseeing the work of more junior members of the team, developing and mentoring them;
- Contributing to sector and focus groups as required.

ABOUT YOU

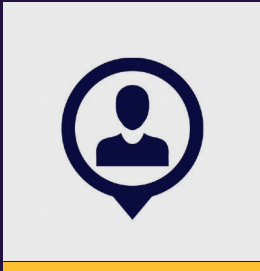
Ideally you will be able to demonstrate;

- A demonstrable interest in and previous post qualification experience of Real Estate Dispute Resolution and the type of work carried out
- Sound judgement with the ability to deal with complex problems
- A commercial approach to problem solving and providing innovative solutions
- The ability to manage and prioritise effectively
- Confident and effective advocacy/communication style
- Ability to supervise and mentor less experienced members of the team
- Ability to work collaboratively with others to provide a quality service to both internal and external clients
- Strong organisation skills
- Flexibility in approach
- Thoroughness and attention to detail
- The ability to build relationships with clients and colleagues at all levels

Want to know more?

People are the key to our success, so it's important that we can attract and retain the very best. As well as being driven to deliver the very best client experience, you'll also need to be someone who lives our values. We want you to help us shape our future.

If you'd like to know more about this role please get in touch with the contact listed below.



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