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**AN OUTLINE OF THE FIRM**

DPG is a legal aid firm known for high profile civil liberties & human rights litigation. We do cases that we think matter and which make a difference either to groups or individuals. We have a friendly team of staff committed to the work we do and to making the firm a great place to work.

Our aim is to create a financially sustainable firm that enables us to use the law to empower our clients to hold the state & those with power to account for its actions and inactions, to fight for human rights, to challenge discrimination and environmental abuses. We aim to do this by working together as a team in accordance with our values which are central to the work we do.

Our values are:

•**Respect**

•**Fairness and openness**

•**Integrity and honesty**

•**Promoting equal opportunity and empowering each other to fulfil their potential**

**& by having these values, creating a firm that survives and thrives.**

We are committed to making DPG a great place to work and aim to retain our staff. This is a central value for us. We want to employ the best people we can, and therefore positively encourage applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity. Likewise, we are keen to encourage applications from disabled people, including using positive action measures provided for under the Equality Act 2010. If you think you may need reasonable adjustments and would like to discuss this before applying, you can speak confidentially to Christina Juman, a partner here who is not involved in this recruitment process; you can contact her directly at [cjuman@dpglaw.co.uk](mailto:cjuman@dpglaw.co.uk). We will also guarantee an interview to any disabled candidate who meets the essential criteria – please complete the relevant section of the diversity questionnaire when applying. Unfortunately, our current London offices are not wheelchair accessible. We particularly welcome black applicants to apply for this role.

**THE POST: PUBLIC LAWYER 5 YRS+ PQE Job Reference: 2021/06/LONSOL5**

We seek an experienced public lawyer (5yrs + post-qualification experience), to work in our London office. We are looking for someone whose aims and values in their work align with ours, and who is looking to work with like-minded lawyers in one of our current areas of public law or potentially an area which complements our existing work.

We have a pay scale with reference to PQE and salary will be in accordance with this – so ranging from £49,500 to £55,000 full time. We have a flexible working policy, but this role would require someone to work at least 4 days per week.

**Person specifications**

**Essential:**

* A commitment to the aims and values of the firm.
* Ability to run a litigation caseload of claimant public law challenges using legal aid and crowd funding in a way that is successful and financially sustainable.
* A proven record of innovating in litigation in order to promote the interests of clients and client groups.
* A proven ability to build good working relationships with external parties – referrers, counsel, opponents etc.
* Ability to type, computer literacy and a willingness to use and to develop skills in the use of information technology. Sufficient numeracy to complete public funding and costing forms.
* Ability to use initiative at work, input ideas and help develop the firm.

**Advantageous but not essential**

* Experience in at least one of DPG's key public law practice areas.
* Experience of running strategic public law litigation.
* Experience of working in a legal aid practice and ensuring that the work is financially sustainable.

**How to apply**

Please complete all parts of the application form below and return to us by:

**Email:** recruitment@dpglaw.co.uk

Please quote the job reference **2021/06/LONSOL5** in the subject line of your email.

**Closing date:** **8 am on 19 May 2021.**

Applications received after this time cannot be considered.

**Interviews:** Suitable candidates will be invited to attend a skills test and interview in the week commencing **24 May 2021.**

**APPLICATION FORM**

**PLEASE RETURN BY – 8 am on 19 May 2021 to** DPG Recruitment - [recruitment@dpglaw.co.uk](mailto:recruitment@dpglaw.co.uk)

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| **Position applied for:** |  | **Job Ref:** |  |

**Employment or volunteering history – in date order most recent first. Please mark Salary box with a “V” for any work that was voluntary/unpaid.**

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| --- | --- | --- | --- | --- | --- |
| **Dates to and from** | **Employer / Organisation** | **Job title and main duties/responsibilities** | **Average Hours worked per week** | **Salary** | **Reason for leaving** |
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**Education/training – please put which school / college / other institution you attended:**

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| **Secondary education:** | | **Qualifications & grade:** |
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| **Higher education:** | **Date completed:** | **Qualifications & grade:** |
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| **Vocational Training:** | **Date completed:** | **Qualifications & grade:** |
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| **Other relevant training, professional qualifications or work-related skills (for example languages, shorthand, etc):** | | |
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| **Are you undertaking any course of study at present? (if so, please give details)** | | |
|  | | |
| **Do you have membership of any professional bodies? (if so, please give details, including any offices held)** | | |
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**It is the Company's policy to verify the qualifications of all successful job applicants and you may be asked at a later stage in the recruitment process for your consent to checks being carried out.**

**WHY YOU FULFIL THE CRITERIA**

**Please answer each section with no more than 100 words.**

**Please say why you think you satisfy each of the criteria below in turn, giving examples where possible. Any experience to which you refer may have been gained in paid employment, voluntary or campaigning work, life experience and/or special interests relevant to the post.**

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| *• A commitment to the aims and values of the firm.* |
|  |
| *• Ability to run a litigation caseload of claimant public law challenges using legal aid and crowd funding in a way that is successful and financially sustainable.* |
|  |
| *• A proven record of innovating in litigation in order to promote the interests of clients and client groups.* |
|  |
| • *A proven ability to build good working relationships with external parties – referrers, counsel, opponents etc.* |
|  |
| *• Ability to type, computer literacy and a willingness to use and to develop skills in the use of information technology. Sufficient numeracy to complete public funding and costing forms.* |
|  |
| • *Ability to use initiative at work, input ideas and help develop the firm.* |
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**STATEMENT IN SUPPORT OF APPLICATION**

Please say in no more than 500 words why you are applying for this post and if you meet any of the desirable criteria

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*BELOW HERE TO BE DETACTED PRIOR TO SHORTLISTING*

**Equal Opportunities Monitoring Form**

Please complete the form online by clicking <https://forms.gle/XhdAhe3DYNFemb768>

Once you have completed the form you will be given a confirmation code. Please enter your confirmation code here:

**Personal details**

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| --- | --- |
| **Surname:** |  |
| **Forenames:** |  |
| **Current address:** |  |
| **Telephone number:** |  |
| **Email:** |  |

**References**

Please give the details of two referees, stating how long you have known them. One has to be your current or most recent employer. References for shortlisted candidates will be taken up before interviews unless you request otherwise.

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| **1. Name:** | **2. Name:** |
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| **Address:** | **Address:** |
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| **Telephone number:** | **Telephone number:** |
|  |  |
| **Email:** | **Email:** |
|  |  |
| **Occupation:** | **Occupation:** |
|  |  |
| **Time known:** | **Time known:** |
|  |  |
| **May references be taken up before interview?**  YES/NO | **May references be taken up before interview?**  YES/NO |

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| **Other details** | |
| What is the notice required in your present post? |  |
| Is your present post your sole regular employment? |  |
| Are you a British citizen or a national of an Area EU country or Switzerland? |  |
| If you are a national of an Area EU Country, please confirm whether you were resident in the UK prior to or after 31 December 2020?  If after 31 December, please provide evidence to support your right to work in the UK by way of an appropriate visa evidencing the same. |  |
| If not any of the above, do you have the right to work in the UK and a current work permit? |  |
| If so, please state the expiry date of your right to work in the UK and/or your work permit. |  |
| Where did you see the advertisement for the post? |  |

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| **Disabilities** | |
| **Do you require any special arrangements to be made for your interview on account of a disability?** Please note that this information will not be shared with staff involved in the shortlisting process | Yes/No |
| If "yes", please give brief details that you feel would help us to accommodate your needs during your interview and thus meet our obligations under the Equality Act 2010: | |
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| **Convictions**  Have you ever been convicted of a criminal offence? If so, please give details of any unspent convictions. As this post is one covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 both spent and unspent convictions must be declared. | Yes/No |
| If "yes", please give details: | |
|  | |
| **Data protection**  Information from this application may be processed for purposes registered by the Employer under the Data Protection Act 2018. Individuals have, on written request [on payment of a fee] the right of access to personal data held about them.  I hereby give my consent to Deighton Pierce Glynn Solicitors processing the data supplied in this application form for the purpose of recruitment and selection.  **Declaration**  I declare that the information given in this application is to the best of my knowledge complete and correct.  **I can confirm that I have completed the Equal Opportunity Form online and have provided the confirmation code on this form.**  **Signature (or type your name here):**  **Date:**  Note: Any false, incomplete or misleading statements may lead to dismissal should this application lead to an offer of employment. | |