

# Legal Counsel

|                         |  |
|-------------------------|--|
| <b>Employer:</b>        | East West Railway Company  |
| <b>Location:</b>        | Milton Keynes  |
| <b>Basis:</b>           | Full Time  |
| <b>Role Summary:</b>    | Unique opportunity to support the development of a nationally significant infrastructure project; providing legal support to the legal team within the organization. |
| <b>Team dimensions:</b> | Reporting directly to the General Counsel and Company Secretary.   |

## A little bit about us:

East West Rail is a new direct connection, linking communities between Oxford and Cambridge, including Bicester, Milton Keynes and Bedford by rail. Oxford, Cambridge and the communities in between are renowned for their vibrant economy, educational excellence and scientific innovation. They deliver growth and prosperity both locally and for the whole country; connecting these two cities and the communities in between is crucial to the social and economic future of the region.

East West Railway Company was set up to accelerate the delivery of the East West Rail infrastructure and passenger services, bringing faster journey times and easing pressure on local roads. We were set up by the Secretary of State for Transport in 2017 to do things differently. We aim to innovate, positively disrupt, and challenge the status-quo, leading to quicker and more cost-effective project delivery, and an improved experience for passengers and the communities we serve.

As we build our team, we're looking for people with the right skills and mindset so that we can innovate, positively disrupt and set new industry standards. Whether you've been working on some of the world's most exciting rail and infrastructure projects or can inspire us with your ideas and expertise from other sectors, we want to hear from you. The East West Rail Company is currently based in Milton Keynes (though we are currently fully remote). However, we are very open to flexible working arrangements.

# Responsibilities and Accountabilities

The legal team at EWR Co has a clear mandate to act as a trusted advisor and critical friend to both the EWR Co. Management Team and the EWR Co business as a whole. Not only providing day-to-day legal advice, the legal team is proactive in integrating and aligning with the strategic needs of EWR Co.

As Legal Counsel at EWR Co you will have the opportunity work across a variety of areas including commercial, corporate, governance, property/planning, IP/data and government policy matters.

As Legal Counsel you will provide coverage in areas including but not limited to:

- Negotiating, drafting and reviewing key commercial contracts across EWR Co's operational remit.
- Advising key stakeholders across EWR Co's business on strategic legal issues.
- Liaising with external legal advisers on commercial, environmental, planning, policy and regulatory matters.
- Collaborating with the Procurement and Commercial team to mitigate contract management risk.
- Assisting with the delivery of a number of legal team projects relating to governance, GDPR, insurance and establishing standard form legal documents and processes.
- Working closely with the External Affairs team to deliver advice on Freedom of Information Act matters and our interaction with external stakeholders.

In carrying out the above duties, you will need to:

- Support the EWR Co commitment to customer service and the customer journey;
- Adopt and work to the EWR Co. Health and Safety principles;
- Implement EWR Co's vision and values, behaving in ways that are in alignment with EWR Co's Ways of Working, encouraging and supporting others to do so
- Promote diversity in the workplace.

## Team Dimensions

Directly reporting to EWR Co's General Counsel and Company Secretary. Given the early stage of the project, it is likely that the nature of the role may evolve as the project progresses. It is also possible that other ad-hoc activities and duties may be required.

## Experience and Skills

As Legal Counsel for EWR Co, you will be a solicitor with 0 to 2 years PQE.

Experience of commercial contracts, projects and construction environments would be advantageous but not essential. If you are a lawyer with strong commercial acumen and an eagerness to learn, do not feel at a disadvantage simply because you do not come from a rail, projects, or construction environment.

Your skills and experience will include:

- **Good contract drafting experience and strong commercial acumen.** We are agnostic as to your drafting background, whether it's in M&A, finance, corporate, commercial, construction, projects, etc.
- **Excellent analytical skills and independent thinker.** Many of the issues we come across are unique, so being a keen problem solver and proactive is essential.
- **Experience in delivering legal advice in plain English.** Our stakeholders require straightforward legal advice, not jargon. Being able to simplify complex issues is crucial.
- **Experience of resolving and escalating risks, issues and conflicts as necessary.** A project of this scale has complex dynamics, we are looking for someone who can smoothly navigate and resolve issues.
- **Excellent communication skills with a strong ability to engage and manage a variety of stakeholders.** We work with a wide variety of stakeholders, from the Secretary of State, to our Board, suppliers, and members of the public. An ability to adapt your communication style is invaluable.
- **Demonstrable negotiation and persuasive skills to ensure the right decisions are made.** Our stakeholders will rely on you to guide them on legal matters. Having a diverse range of negotiation experience is key.
- **Displaying a collegiate and collaborative approach.** Being a team player with a high level of emotional intelligence is vital.

## Education and Qualifications

- Qualified as a solicitor in England and Wales.
- You will need to have the right to work in the UK.

## What we offer:

- Competitive base salary
- Up to 20% bonus based on individual and company performance
- Up to 12% employer's pension contribution
- 33 days holiday a year (including bank holidays) + up to 5 days to buy
- Life insurance
- Employee Assistance Programme
- Perks platform with hundreds of discounts and freebies
- On-the-spot and annual awards
- Advanced learning and development programmes
- Great work-life balance and flexible working opportunities
- Enhanced family-friendly policies
- Exceptional IT tools

## Join the team!

Please send your resume and a covering letter explaining why you are interested in the role and meet the above experience requirements to: [recruitment@eastwestrail.co.uk](mailto:recruitment@eastwestrail.co.uk)