

HEADLINE INFORMATION

JOB TITLE:	Lawyer (G7)
DEPARTMENT:	Government Legal Department.
DIVISION:	Treasury Legal Advisers
LOCATION:	London, Leeds, or Bristol
WORKING ARRANGEMENT:	Full time / Part time / Job share.
APPOINTMENT TERM:	1-year fixed term appointment (possible to extend up to 2 years)
TRAVEL REQUIRED:	May be required on occasion
NUMBER OF POSTS:	10
SALARY:	£48,985 (Leeds or Bristol), £50,500 (London)
CLOSING DATE & TIME	<u>12 pm (mid-day) Monday 9th January</u>

WORK OF THE DEPARTMENT

The Organisation

The Government Legal Department (GLD) is the largest provider of legal services across government, working with all the main Whitehall Departments. From roads to rivers, and health to human rights, our work touches on most aspects of public life.

The department has more than 14 client-facing advisory divisions who provide legal advice on the development, design and implementation of government policies and decisions, draft secondary legislation and work with Parliamentary Counsel on primary legislation. Our cross-cutting expert service groups for Litigation, Employment and Commercial Law provide specialist legal services to a wide range of government departments and public bodies.

We are a non-ministerial government department with more than 2,300 employees, around 1,800 of whom are solicitors or barristers. The department is based primarily in London but has teams in Bristol, Manchester, and Leeds.

Our vision is to be an outstanding legal organisation, committed to the highest standards of service and professionalism and also a brilliant place to work where we can all thrive and fulfil our potential.

The Division

Treasury Legal Advisers (TLA) is the in-house legal department of HM Treasury (HMT). HMT is the UK's finance and economics ministry. TLA is a division of GLD but works collaboratively with colleagues across HM Treasury to provide legal advice to ministers and officials across all of HMT's functions. Key legal areas on which TLA advises include the regulation of financial services; financial stability; public spending; public sector pensions; market interventions and state-owned assets; trade negotiations; sanctions, anti-money laundering and illicit finance.

TLA consist of about 100 lawyers and other professionals, operating through 6 legal teams each led by a Deputy Director. We work in a friendly, open, and collaborative culture: most of our work is handled by small groups of lawyers rather than by a single lawyer and so we place a high value on teamwork. The division is currently based in HMT's headquarters building at One Horse Guards Road, London and in GLD offices in Leeds.

Vacancy description

We are looking for up to 10 grade 7 lawyers to join TLA. You will work as part of a team led by more senior lawyers. You will gain experience in the full range of skills required of a Government lawyer, including advising ministers and senior officials. Depending on the team you join, you can expect a range of experience including: working with lawyers from other Government Departments, the Bank of England, and Financial Conduct Authority, negotiating and implementing international agreements and other legal instruments, drafting and advising on legislation, and dealing with judicial review and other litigious challenges (working with colleagues from the Government Legal Department's litigation division).

Our legal teams with vacancies are

- **Public Finance and General (PFG)** team which advises on all areas of Treasury policy and operations that don't fall within the specific remits of the other TLA teams. Principally, this means advice on matters of public spending, revenue-raising, borrowing (both retail and wholesale) and accountability for public money. Specific areas of practice include market interventions and subsidy control issues, state-owned assets, public service pensions, currency and monetary policy, information law, public appointments and procurement.

The team advises on public finance issues intersecting with the remits of all other Government departments, and this involves the analysis of statutory and other powers for revenue-raising and spending and how these interact with principles of public financial accountability set out in the Treasury's guide to Managing Public Money.

Practice in respect of market interventions and subsidy control has included the recent pandemic-related measures, legacy assets from the 2008-9 financial crisis, the recent mortgage guarantee scheme and interventions in the energy sector. We have also recently led the legal work on setting up the new UK Infrastructure Bank and are currently preparing draft legislation for putting the Bank on a statutory footing.

PFG team includes two mini-teams that advise on public service pensions, once in respect of general issues and the other dealing specifically (via legislation currently in Parliament) with litigation remedies arising from transitional protection, which was found by the courts to be discriminatory on the ground of age.

The team also deals with institutional and monetary policy issues concerning the Bank of England, including recent proposals for the financing of the Bank's general functions.

- **Trade and Negotiations** Team which covers all aspects of trade policy of relevance to HMT. The team is currently split in two sub-teams dealing with goods and services respectively. The Goods Sub-Team broadly covers the UK's tariff and border control policy (including issues related to the Northern Ireland Protocol), issues of interest to HMT around supply chain resilience, economic coercion, climate change (for example, carbon border adjustment taxes), freeports and investment law. The work of the sub-team involves advisory work on a broad range of trade related issues, handling of litigation related to the operation of the UK's tariff and the other areas of responsibility of the team and preparation of statutory instruments. The work involves close liaison with legal colleagues in several government departments including the Department for International Trade, HM Customs and Excise and the Foreign Commonwealth and Development Office. The Services Sub-Team is responsible for the advising on the conduct of negotiations relating to the financial services chapters of free trades agreements to be entered into by the UK with third countries and advising on the UK's autonomous instruments for

according market access to financial service suppliers from third countries. The work involves hands on negotiation of trade agreements including the possibility of attending negotiations overseas, some statutory instrument drafting, assisting in the preparation of primary legislation relating to financial services and general advisory work. Members of the Services Sub-Team work closely with the Bank of England and Financial Conduct Authority as well as other government departments in particular the Department for International trade, the Home Office and the Foreign Commonwealth and Development Office

- **Financial services** teams in TLA work very closely, and we anticipate that successful candidates joining any of these will work across the three teams on a range of financial services matters many of which are politically sensitive and high-profile. Each team advises HMT on a range of financial services regulation. A large proportion of our current work is around advising on and developing primary and secondary legislation and there will be a significant programme of legislative work over the coming years. This means that there is a great opportunity for successful candidates to develop or further their government drafting and legislative skills. Successful candidates can expect to work very closely with other government departments, the Financial Conduct Authority and Prudential Regulation Authority on a range of matters in particular in relation to the Future Regulatory Framework. In addition the successful candidate can expect to work closely with the Trade and Negotiations team in order to ensure that domestic and international policies align.
- **Banking & Insurance** team (B&I) advises on matters, including: all aspects of the prudential regulation of banks and insurance firms, including Solvency 2, the Capital Requirements Regulation, and the investment firms prudential regime; policy and operational matters relating to financial stability, including contingency planning; and financial services regulators' powers, including development of the Future Regulatory Framework, which is a project to deal with retained EU law in the financial services sector and set the regulatory architecture for the post-Brexit world.
- **Consumer Protection, Payments and Legislation** team (CPPL) advises on matters including: consumer credit and consumer protection reform; regulation of payments systems and services; financial technology and crypto-assets; and co-ordination and guidance in secondary legislation.
- **Markets, Infrastructure and Other Financial Services** team (MIOFS) advises on matters including: sustainable finance, markets - primary and secondary including the wholesale markets review and reforms relating to listings, market infrastructure, funds and securitisation, credit unions and building societies
- **International** team is a general advisory public law team which advises on financial sanctions and anti-money laundering. The team advises on financial sanctions policy, operations and enforcement for all the various financial sanctions in place against countries as well as counter-terrorism sanctions made for UK national security purposes. The team advises on new policy ideas in the Treasury and advises the Office of Financial Sanctions Implementation on all matters related to sanctions' licensing and compliance, including the imposition of monetary penalties under statutory powers. The work involves close collaboration with legal colleagues in other government departments, particularly the Foreign Commonwealth and Development Office, Department for International Trade and the Department for Transport. We have been working for the last few months on the legislative, operational and enforcement aspects of financial sanctions taken against Russia. The work is generally politically sensitive and high profile. The team also advises the Treasury on the policy and legislation related to anti-money laundering (AML) and

wider illicit financing. The team is responsible for the Money Laundering [etc.] Regulations and works closely on AML matters with the Home Office, HM Customs and Excise and the Department for Business, Energy and Industrial Strategy, including key stakeholders such as the Financial Conduct Authority. In general, the team operates a flexible model in which lawyers can work on sanctions and AML.

Recruitment Process

Essential Criteria

Throughout the selection process, successful candidates will be able to demonstrate that they meet the Technical Legal Skills as well as the Civil Service Behaviours listed below.

- **Technical Legal Skills**

1. Sound understanding of public law (see judge over your shoulder as an indication of the kinds of public law issues that come up when working for the Government)
2. Reliable legal judgement and appreciation of legal risk.
3. The ability to think strategically and creatively, see legal issues in their wider context and advise accordingly.
4. Sound analysis, using secure legal research to produce timely and fit for purpose advice.

- **Civil Service Behaviours**

1. Working Together
 - a. Actively build and maintain a network of colleagues and contacts to achieve progress on shared objectives.
 - b. Challenge assumptions while being willing to compromise if beneficial to progress.
 - c. Create an inclusive working environment where all opinions and challenges are taken into account and bullying, harassment and discrimination are unacceptable.
2. Communicating and Influencing
 - a. Communicate with others in a clear, honest and enthusiastic way in order to build trust.
 - b. Explain complex issues in a way that is easy to understand.

- c. Deliver difficult messages with clarity and sensitivity, being persuasive when required.

Desirable Criteria

For those interested in financial services or trade work, experience and/or knowledge of the law on financial services regulation, which could be gained in a private practice context, through academic study or in the legal department of a regulator or regulated entity

Qualifications

Applicants must be qualified to practise as a Solicitor, Barrister or Chartered Legal Executive in England and Wales. You must have completed a training contract/pupillage/qualifying employment or have been exempted from this by the Law Society, the Bar Council or CILEx.

Application Stage

To apply, please send a CV and personal statement to Christopher.Dyas@HMTreasury.gov.uk by the closing date

The personal statement (maximum 500 words) should explain why you are applying for the role. Please use examples to describe how you meet the essential, and desirable, criteria described in this advert rather than simply repeating the criteria.

Interview Stage

Should you be successful in being invited to interview, you will be assessed on your performance in all essential criteria which will be tested through Civil Service Success Profile based questioning on

- Technical Legal Skills
- Working together
- Communicating and influencing

We appoint in strict order of merit. If you meet the minimum criteria for this position but are not successful in obtaining a post because the number of successful candidates after interview exceeds the number of available vacancies, we may hold a reserve list. We will allocate successful candidates to the most suitable vacancy available at the time of our offer, taking into account any preference you express and your performance at interview.

Successful applicants will be offered a fixed term appointment for a period of one year, which may be extended by mutual agreement to a maximum of two years. It is possible to apply for a permanent position at any time during the period of a fixed term appointment

CONTACT POINT

If you would like to discuss this post further with someone in the department, please contact:

Name: Christopher Dyas
Email: Christopher.Dyas@HMTreasury.gov.uk

LOCATION

London, Leeds or Bristol

GLD operates a hybrid work model – office based and working from home – with an expectation that employees are office based for at least 40% of the time.

GLD Head Office is located in 102 Petty France, Westminster, London, SW1H 9GL.

Excess fares, travel costs or relocation costs will not be paid.

Nationality

The GLD is part of the wider Civil Service and therefore the Civil Service nationality rules apply. If a post is described as 'reserved', then only UK nationals will be eligible to be able to apply. If a post is advertised as a 'non-reserved' post, as our posts generally are, those listed below will be eligible to apply:

- UK Nationals (and British Protected Persons);
- Commonwealth citizens
- Nationals of the Republic of Ireland
- EEA nationals with (or eligible for) status under the EUSS (EU Settlement Scheme)
- Relevant EEA and Turkish nationals who have built up the right to work in the Civil Service
- Individuals with dual nationality where one part is British; and
- Certain family members of relevant EEA, Swiss and Turkish nationals (as set out in the Civil Service nationality rules).

Full details of the Civil Service nationality requirements may be found in this [guidance](#)..

Please note that it is possible to meet the above nationality requirements and still not be legally entitled to work in the UK. Newly arriving EEA nationals who enter the UK from 1 January 2021 and their family members, who are not eligible to apply to the EUSS will be subject to the UK's new points-based immigration system. As such, they will not be eligible to work in the Civil Service unless they are able to qualify under their own nationality (i.e. they are an Irish national).

It is the applicant's responsibility to check whether they are legally entitled to work in the UK.. When applying, applicants will be asked about their nationality at birth, whether they are subject to immigration control, whether there are any restrictions on your continued residence or employment in the UK etc. Detailed document checks will be made prior to employment.

Applications will be accepted from those applicants who may require sponsorship for a work permit under the UK Border Agency's points-based immigration policy. Applications which require sponsorship will, however, only be considered if no suitable settled worker is identified for the position.

Pre-employment Checks

All government departments are required to ensure that any personnel employed by them comply with the Baseline Personnel Security Standard (BPSS) before they take up employment.

This standard involves verification of identity; nationality and immigration status (including an entitlement to undertake the work in question); employment history (past 3 years) and criminal record (unspent convictions).

You will be asked to produce original documents when attending interview to enable us to verify the above if you are successful. The information which you provide will be treated in the strictest confidence by the GLD.

Supplying false information or failing to disclose relevant information could be grounds for rejection of your application, or, dismissal and could amount to a criminal offence. Your referees will not be approached until your permission has been obtained following success at interview.

Regarding criminal record checks, a basic disclosure will normally be required (covering convictions considered unspent under the Rehabilitation of Offenders Act 1974). This will apply to successful candidates only and your permission will be required before checks are undertaken.

These roles require candidates to hold, or obtain, either CTC or SC level security clearance before joining.

To qualify for CTC clearance candidates must have resided in the UK for the last 3 years.

To qualify for SC clearance candidates must have resided in the UK for the last 5 years.

Details of HM Government vetting policy can be found here:

<https://www.gov.uk/government/publications/hmg-personnel-security-controls>