

Job Title	Lawyer
Job Purpose	<p>To provide legal advice and support for decisions taken by CQC. To ensure that they are robust by identifying legal risks early and working with Directorate teams to ensure that these are managed appropriately.</p> <p>To provide solutions-focused legal advice and support to internal customers.</p> <p>To develop strong relations throughout the business, using knowledge to shape legal solutions.</p>
Accountabilities	<ul style="list-style-type: none"> • Provide legal advice across CQC as required in line with established quality and service standards. • Providing coaching, support, supervision and line management (as required) to Legal Officers / Legal Trainees and Paralegals. • With involvement and/or support from Legal Managers and Senior Lawyers as appropriate, undertake complex casework and policy development work. • Undertake any contentious work, including pre-action protocol matters as required • Build strong relations with CQC colleagues and leaders in order to champion, prioritise and embed appropriate legal advice. • Support the Legal Managers, Senior Lawyers and wider legal team to deliver directorate objectives, and provide an excellent legal service to CQC, including the delivery of training and legal awareness. • Identify legal issues and risks, and escalate them to Senior Lawyers or Legal Managers, as appropriate. • Have the appropriate knowledge, skills and experience to actively promote diversity and equality of opportunity, treat everyone with dignity and respect and avoid unlawful discrimination.
Specific skills and experience	<ul style="list-style-type: none"> • Qualified Solicitor, Barrister, or Fellow of the Chartered Institute of Legal Executives, entitled to practice in England and Wales <p>Either</p> <ul style="list-style-type: none"> • 2 years post-qualification experience <p>OR</p> <ul style="list-style-type: none"> • a newly qualified Solicitor, Barrister or Fellow of the Chartered Institute of Legal Executives with proven substantial experience providing legal advice in a health and social care

	<p>regulation setting.</p> <ul style="list-style-type: none"> • Established history of managing caseloads, advising on legal matters and managing enforcement activity. • Able to present complex information in an easily understood, accessible format. • Strong communication and presentation skills and the ability to secure and maintain the confidence of a range of CQC stakeholders. • Able to analyse risk and benefit within a fast-paced environment, and to reassess priorities on a continual basis. • Advocacy skills or the willingness to develop them • Ability to support and develop colleagues • Effective networker and relationship builder. • Good working knowledge of IT systems including Microsoft Office packages (Outlook, Word, Powerpoint, Excel).
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Values & Behaviours

Excellence

In my work for CQC:

- ✓ I set high standards for myself and others, and take accountability for results
- ✓ I am ambitious to improve and innovate
- ✓ I encourage improvement through continuous learning,
- ✓ I make best use of people's time, and recognise the valuable contribution of others

Caring

In my work for CQC:

- ✓ I am committed to making a positive difference to people's lives
- ✓ I treat everyone with dignity and respect
- ✓ I am thoughtful and listen to others
- ✓ I actively support the well-being of others

Integrity

In my work for CQC:

- ✓ I will do the right thing
- ✓ I ensure my actions reflect my words
- ✓ I am fair and open to challenge and have the courage to challenge others
- ✓ I positively contribute to building trust with the public, colleagues and partners

Teamwork

In my work for CQC:

- ✓ I provide high support and high challenge for my colleagues

- ✓ I understand the impact my work has on others and how their work affects me
- ✓ I recognise that we can't do this alone
- ✓ I am adaptable to the changing needs of others