

Delivering for Excellence

Senior Solicitor

The Scottish Parliament is a values-led organisation which means our values (Stewardship, Excellence, Inclusiveness, and Respect) are at the centre of everything we do. These values are embedded in this role.

Stewardship

Focusing on the longer term to ensure we are leaving things better than we found them and putting our shared interests ahead of any individual or team.

Your main responsibilities will involve:

- Delivering high-quality, impartial legal services that support the Parliament's longer-term interests and aims, and ensure good institutional governance;
- Strategic leadership of legal support for your work pool, that drives continuous improvement and enhances the Parliament's role as an effective, dynamic, modern parliamentary democracy; and
- Supporting colleagues to deliver high-performance results that assist the Parliament to perform its role efficiently and effectively.

And in delivering these you will have:

- A thorough understanding of parliamentary operations and the devolution settlement, the challenges of providing independent and impartial advice in a political environment and the confidence to provide authoritative advice at a senior level;
- Experience of delivering projects with an organisation-wide perspective, and a strong public service ethos that advocates the values of democracy and accountability; and
- The ability to motivate pool members to deliver sustainable high-performance results and build team resilience through role modelling professional standards and promoting the development of skills and knowledge.

Excellence

Taking care to enhance our reputation in everything we do. Using our skills and resources efficiently and effectively to deliver high-quality sustainable results.

Your main responsibilities will involve:

- Delivering a high-quality legal service that provides robust and accurate advice to support sound decision-making fully informed by legal and business risk;
- Analysing highly complex issues, balancing competing arguments and finding constructive, effective and timely solutions; and
- Ensuring legal advice provided by the work pool meets agreed service goals through quality control and prioritising resources to deliver business needs efficiently and effectively.

And in delivering these you will have:

- A track record of sound legal judgment and knowledge and experience to provide clear, concise, impartial and accurate advice to support the effective delivery of the Parliament's strategic ambitions and delivery plan;
- Excellent analytical skills including the ability to analyse highly complex legal issues, evaluate risk and to engage constructively to develop effective solutions where no precedent exists; and
- A track record of mastering new disciplines and specialist expertise quickly and confidently with excellent organisational skills including the ability to work under pressure, prioritise, schedule and balance workloads in the face of conflicting and changing demands.

Respect

Appreciating difference, building cohesive teams and fostering the values and experiences of diversity.

Your main responsibilities will involve:

- Delivering high performance results through role modelling the parliamentary values and supporting colleagues in demonstrating expected standards and behaviours;
- Establishing and sustaining collaborative relationships within and across teams to support timely and efficient delivery, effective parliamentary operations and enhance the Parliament's reputation; and
- Working collaboratively to embed a culture of respect and to ensure issues are dealt with promptly and constructively.

And in delivering these you will have:

- Ability to lead and inspire others to consider the needs of end-users when designing and developing services, with a focus on outcomes;
- Good interpersonal skills and the ability to recognise the strengths, skills, experience and knowledge of all colleagues, by valuing their ideas and empowering them to deliver services and contribute to solving problems; and
- Excellent communication skills with experience of creating an inclusive and collaborative working culture which values diversity and promotes equality of opportunity.

Inclusiveness

Understanding the big picture and seeking out alternative perspectives. Every colleague feels they can make a valued contribution and deliver their best work.

Your main responsibilities will involve:

- Working collegiately with other senior members of the Legal Services Office and parliamentary service colleagues to progress our strategic priorities,
- Coaching and inspiring pool members to support their development and service excellence; and
- Driving forward a supportive Office culture that promotes mental and physical health and supports wellbeing.

And in delivering these you will have:

- An inclusive and supportive approach, leading continuous improvement of services through sharing knowledge and information and giving and receiving feedback and acting upon it;
- The ability to communicate ideas and enthusiasm about the future direction of the office and its services in a way that engages and motivates others; and
- The ability to adapt your working style to collaborate effectively with others of different strengths and personalities ensuring all feel valued in a caring and friendly environment.

Eligible to Apply

- Scottish Parliamentary Service staff who have the skills/experience/qualifications required and have passed their probation.
- Agency workers engaged by the SPCB who fall within the scope of the Agency Worker Regulations; have been on assignment for 6 months by the advertised closing date; and provided their assignment will continue for the period of the recruitment exercise. Any appointment will be subject to the satisfactory completion of our pre-employment enquiries. Agency workers should also seek permission from their line managers before applying.
- Applicants must be licensed to practice as a solicitor in Scotland.

If you have any questions about your eligibility to apply for this vacancy, please contact the HR Office on 86500.

Other information

Line managers are asked to bring this advert to the attention of their staff (particularly those on leave or those who may not have access to the website) as soon as possible and certainly before the closing date for receipt of applications. It would be helpful if line managers ensure that all staff have access to a PC to enable them to complete their application and that staff are given a reasonable amount of time to complete it.

We intend to hold a reserve list following interviews.

For details on how we will process your personal data please refer to [HR Workers Privacy Notice](#)



The Scottish Parliament
Pàrlamaid na h-Alba

