

# Dispute Resolution Solicitor

Our Dispute Resolution department is growing! We are looking for a civil litigation solicitor to join our passionate and well-established team. This role offers the chance to make a real difference to the future progress of the department and firm along with the opportunity for personal progression and continued professional development.

*Salary – market rate dependent upon experience. Two to three years PQE preferred.*

## What makes SME Solicitors different?

SME Solicitors is a well-established law firm located in the centre of Worcester, with a history dating back to 1840. The firm combines traditional values with modern practices to provide a personal and proactive service to our clients - many of whom have been with us for generations. SME Solicitors is proud to be an independent high street firm that is able to provide a full suite of legal services to Worcestershire's individuals, families and businesses alike.

We strive to make our firm a friendly, flexible and supportive place to work. That's why we have a range of benefits that our members of staff can take advantage of. Some of these include:

- Working within a flexible and supportive environment.
- Wellbeing provision with Mental Health and Emergency First Aiders on site.
- Free parking on the premises, including at weekends.
- A well-stocked staff kitchen and access to our cold water machine in reception.
- Pension provision with auto enrolment.
- Flexible parental leave arrangements.
- Holiday entitlement including statutory holiday, birthday as holiday, Christmas Eve and three days between Boxing Day and New Year's Day.
- One paid day for charity work each year.
- Long service recognition.
- Pay day breakfast, staff socials and invitations to networking events.

- Christmas festivities and other seasonal events.
- Discounts on Wills and Lasting Powers of Attorney and Residential Conveyancing of a primary residence.
- Sight tests and contribution towards the cost of glasses.
- Professional development coaching, including webinars and CPD training.
- Opportunities for career development including apprenticeships.
- Commitment to charitable initiatives supporting multiple local charities.

## What experience would help me to thrive at SME?

*You would need...*

- Experience and solid grounding in general Civil Litigation to include dealing with the CPR, settlement agreements and ADR
- To be comfortable with working as part of a team but with the ability to handle cases with limited supervision
- Excellent communication skills (both written and oral)
- Good IT skills, including experience with Microsoft tools and modern Practice Management Systems
- Good organisational skills and attention to detail

*Ideally, you would also benefit from having...*

- Experience in Professional Negligence claims, Commercial and Residential Landlord & Tenant disputes, debt collection
- Providing advice in relation to mobile homes disputes and Property Tribunal work

## Who would I be working with?

You'll be joining a team of experienced dispute resolution specialists who handle a wide range of civil litigation matters with practicality and precision. Our Dispute Resolution department represents both individuals and businesses, giving you exposure to diverse cases and perspectives.

You'll work alongside accredited experts Guy Salter (Professional Negligence Lawyers' Association) and David Denovan-Smith (member of the Association of Contentious Trusts and Probate Specialists). This collaborative environment will

support your professional development and allow you to learn from specialists across different areas of dispute resolution.

Our clients value clear communication and transparency, particularly around costs and outcomes. You'll be expected to provide upfront information and work flexibly to meet client needs whilst delivering commercially sound advice.

As a Worcester-based firm with deep roots in Worcestershire, you'll benefit from working with longstanding clients and developing your understanding of local business and community matters. This local knowledge enhances the quality of advice we provide.

You'll have the opportunity to build lasting client relationships and develop your practice across multiple areas of dispute resolution, with support for your ongoing professional development and career progression.

## **What are some of the things we would discuss during an interview?**

- Your previous experience in employment and how it would help you in this role.
- Your professional experience, accomplishments, training and client interactions.
- Your ability to cope with a full workload and demanding situations.
- Any other areas of interest within the job, as well as your goals going forward.