The Firm

Payne Hicks Beach is a 27 partner firm of solicitors based in offices in New Square, Lincoln’s Inn. In total the firm comprises approx. 150 people. The firm provides specialist legal services to private and commercial clients. We are very well known for our family and private client work and are widely regarded as one of the very best of the small number of firms in the UK who provide these specialist services at the highest level. We also have an excellent reputation in many other areas of law (rated in both Chambers and Legal 500), including in our privacy and media work.

Our offices are located at 10 New Square, Lincoln’s Inn, one of the finest squares in London, a building which the firm has occupied since 1770.

The firm is organised into the following main departments:

- Private Client
- Citizenship and Immigration
- Company and Commercial
- Employment
- Dispute Resolution
- Family Law
- Property
- Privacy and Media Law

More information about the departments and the work of the firm may be found on our website, the address of which is www.phb.co.uk

The strategy of the firm is to grow by selective recruitment of individuals with a proven track record in their particular area of expertise. The firm is flourishing and has a sound financial base from which to grow in a planned way. The areas in which we specialise have meant we have been relatively unaffected by the recent recession, and the firm has remained extremely profitable and financially secure.

The Role

The successful candidate must have good knowledge and experience in both contentious trusts and probate and commercial litigation. This is an area where the firm’s reputation is growing, with improving rankings in the main legal directories and recent award nominations from STEP and Legal 500.

Contentious Trusts and Probate

You will have dealt with a range of matters including challenges to Wills and disputes relating to inheritance (including claims under the Inheritance (Provision for Family and Dependents) Act 1975). You
will also have experience of international and domestic contentious trusts work more widely including claims for breach of fiduciary duty, removal of trustees and protectors, blessing applications trust disclosure and other related strands of litigation, and be willing to respond quickly to new factual scenarios in this area.

Commercial Litigation

You will have a broad experience of contentious disputes across all areas of business, working for both private and commercial clients. In particular, you will have experience of both contractual and tortious claims.

Key Skills:

Flexibility – you are able to respond to new challenges and get up to speed very quickly with new factual scenarios. The great thing about this role is its breadth, you are never bored.

Strong Research Ability – able to identify and advise on the legal position in the first instance, able to analyse complex legal and factual scenarios.

Experience of preparing first drafts of substantive documents, such as Letters Before Action, Witness Statements, Precedent Hs etc.

Experience of court procedure, particularly in the Chancery division.

Experience of drafting letters and emails to both the client and the other side.

The role will include taking an active part in marketing and business development.

The Individual

Will possess 2 years’ PQE
Strong academics
High quality training and experience
You will be ambitious, technically strong, hard working, and a good team player.
You will be confident and sociable as well as discrete when dealing directly with clients.

Personal skills

Self motivated
Strong communication skills
Team player
Ability to be proactive and reactive in addressing clients' affairs and requirements
Ability to help build upon the firm's existing business
Ability to get on well with the clients who cover a broad spectrum
Achieve minimum time targets and billing requirements
Ability to keep abreast with changes in legislation and market developments
A practical working knowledge of IT
Flexibility, dedication and ambition are essential attributes.

**Remuneration Package**

**Salary:** Market rate

**Other benefits:**
- 4 x Life Assurance
- Permanent Health Insurance
- Medical Insurance (after 1 year qualifying period)
- BUPA Wellbeing scheme (after 1 year qualifying period)
- Pension Scheme (after 1 month qualifying period). The firm contributes to a Personal Pension Plan
- Interest-free season ticket loan after 3 months
- Cycle to Work Scheme

**Holidays:** 25 days

Please contact Janice Okuns, HR Manager, for further information.