



Post Specification

Post Specification - Key Information

- **Post Title:** Legal Officer
- **Date:** Jan 2026
- **Post Group Number:** 6996
- **Job Family:** Organisational Support
- **Job Family Role Profile:** OS9
- **Final Grade:** 9

To be read in conjunction with the job family role profile.

Service Area Description

Legal and Democratic Services

Purpose of this Post

To conduct and assist with legal transactions including casework and other legal services for and on behalf of the Council.

Key Job Specific Accountabilities

1. To have conduct of a caseload including non-routine legal matters, in particular but not exclusively within the relevant specialist technical area of the team.
2. Where relevant to the role, carry out all aspects of the litigation process.
3. Where relevant to the role, carry out aspects of the legal processes to give effect to the regulatory role of the Council.
4. To assist managers, lawyers and senior legal officers as required with any other legal tasks relevant to Legal Services at a level appropriate to the role.
5. To contribute as appropriate to the role to service planning, implementation and review within Legal Services and to the development and maintenance of high standards of legal practice management.

Please note: Annual targets will be discussed during the appraisal process.

Key Facts and Figures of the Post

- **Budget Responsibilities:** N/A
- **Staff Management Responsibilities:** Support and mentor less experienced colleagues. Provide supervision when working with junior colleagues
- **Other:** N/A

Essential Criteria

- **Qualifications:**

- The generic qualifications, experience and skills required for the role set out in the Role Profile Description OS9
- A level 3 CILEX qualification or at least 3 years' experience of working at the level required of the role with the willingness to achieve level 3 CILEX or equivalent qualification within an agreed timescale.
- **Knowledge:** Sufficient knowledge and experience of legal practice and procedures in the relevant specialist technical area of the role to carry out the responsibilities of the role.
- **Experience:** As above
- **Expertise:** Strong workload organisation and management skills.

Disclosure and Barring Service (DBS) Checks

- This post does not require a DBS check.

Job Working Circumstances

- **Emotional Demands:** For litigation roles, those arising from conducting legal cases relating to the abuse of people and animals.
- **Physical Demands:** Some roles will variously involve lifting and handling of bundles for hearings and attendance at site visits.
- **Working Conditions:** Mainly office based/home working – internally mobile within the Council's Agile Working policy.

Other Factors:

- All roles will involve some travel to other offices within Cumbria as required. Some roles will involve travel to/from courts/other hearing venues throughout Cumbria and beyond.