



VACANCY NOTICE

**DEPARTMENT OF ENERGY AND
CLIMATE CHANGE**

ADVISORY LAWYERS

SEPTEMBER 2015

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HEADLINE INFORMATION

JOB TITLE:	Lawyers
DEPARTMENT:	Department of Energy and Climate Change (DECC)
DIVISION:	DECC Legal
LOCATION:	London
CLOSING DATE & TIME	Midday on Wednesday 30 September 2015
INTERVIEW DATES:	Monday 2 November – Friday 6 November (expected)
WORKING ARRANGEMENT:	Full time / Part time / Job share
APPOINTMENT TERM:	Permanent
NUMBER OF POSTS:	A minimum of 4
SALARY RANGE:	£38,093 - £55,393 (depending on PQE)
SALARY DETAILS:	Those with less than two years' qualified experience will join as Legal Officer (Senior Executive Officer Grade) with a salary of £38,093 including a £2,326 lawyers' pay enhancement. Those with more than two years' post-qualification experience can expect to join as a Grade 7 Legal Adviser, with a starting salary of £50,726 (including the £2,326 enhancement) or up to £55,393 for particularly strong candidates.
TRAVEL REQUIRED:	Yes
DBS CHECK REQUIRED:	Yes
GUARANTEED INTERVIEW SCHEME:	Yes
RESERVED/NON-RESERVED	Non-reserved

VACANCY DESCRIPTION

We are the Department of Energy and Climate Change (DECC), and we are working to make sure the UK has secure, clean, affordable energy supplies and to promote international action to mitigate climate change. Our lawyers create and shape the legal framework in energy and climate change and advise on the delivery of DECC's business. Whether you are experienced or newly qualified, join our legal team and you will be at the heart of big, headline-grabbing issues, from renewables and energy efficiency, climate negotiations and carbon trading to fuel poverty, nuclear power, secure energy supplies and electricity market reform.

The policy and political environment is fast-moving, and DECC has a major legislative and regulatory portfolio. Therefore the work you could expect is intellectually stimulating, high profile, fast-paced and fascinating. DECC's lawyers need to ensure that the Department receives high quality, constructive and proactive legal advice, and we work closely with Ministers and policy officials in the Department and across Whitehall to ensure this. The legal solutions we provide have a significant and tangible impact on today's society.

The work involves advising on the development of government policy, which often involves high profile public law issues, and EU and international law. DECC lawyers work with Parliamentary Counsel on primary legislation and draft secondary legislation. We also provide robust support in taking decisions, which are often controversial, and in defending challenges to them. Departmental lawyers also give support to DECC's unique commercial and contract work.

DECC does not conduct its own litigation, but instructs the Government Legal Department on cases in which it is involved.

Major matters we expect to be advising on in the next year include:

- emissions trading
- smart grids and smart meters
- the renewable heat incentive
- fuel poverty

- carbon budgets and carbon reduction
- home energy efficiency
- gas/electricity transmission reform, both nationally and internationally
- the implementation of electricity market reforms
- oil, gas and coal
- unconventional oil and gas
- carbon capture and storage
- facilitating new renewable and nuclear development
- nuclear security and liabilities
- radioactive waste
- non-proliferation
- emergency planning
- international climate change negotiations
- international energy treaties
- international climate finance
- managing the UK's energy legacy
- EU initiatives including on energy efficiency, renewable and low carbon energy, and on environmental protection and energy infrastructure
- the EU Third Energy Package
- national infrastructure consents
- ensuring the integrity of wholesale energy markets
- DECC's own corporate and commercial matters.

DECC Legal has a complement of around 62 lawyers (barristers and solicitors) from diverse backgrounds. It is headed by Serena Hardy, Legal Adviser and Director of Legal Services, and is based in the Department's HQ offices in Whitehall Place. We are organised into seven flexible teams.

Successful applicants will work in one or more of the areas listed above. We are looking for people who are willing to gain experience and skills as a government lawyer, to apply them in a

number of specialist areas and to be flexible and willing to move periodically from one area to another. We will provide strong support to help you acquire expertise and enable you to flourish in the range of opportunities on offer. Applications are welcome from all qualified lawyers irrespective of when they qualified. We also welcome applications from those who expect to qualify shortly. DECC supports flexible working wherever it can meet the needs of the business. DECC is committed to diversity, which means that we want the Department to be a great place to work for everyone, so that everyone feels valued, included and part of what we are trying to achieve.

WORK OF THE DEPARTMENT

[Click here](#) to be directed to the GLS departments' information page on the GLS website where you can read more in-depth information.

THE PERSON SPECIFICATION

We are looking for intellectually capable, highly motivated lawyers with powerful communication skills. You need to have good self-awareness and a commitment to using feedback to learn and develop as a professional. In addition, the application and interview process will seek evidence of the following competencies:

- Legal Professional Skills
- Making Effective Decisions
- Collaborating and Partnering
- Managing a Quality Service for Clients
- Delivering at Pace
- Motivational Fit

When completing your application/at interview you will be asked to provide examples of how you have demonstrated the competencies listed above.

CRITICAL REASONING TEST

Please note that as part of this process you will be required to complete an Online Critical Reasoning Test. You should receive an invitation to take the test on **Thursday 1 October** with a deadline for completion by **Midday on Tuesday 6 October**.

GLS MINIMUM ELIGIBILITY CRITERIA

Professional Qualifications

Applicants must be (or about to become) qualified to practise as a Solicitor, Barrister or Chartered Legal Executive in England and Wales. You must have completed a training contract/pupillage/qualifying employment, or have been exempted from this by the Law Society, the Bar Council or CILEx. Applicants qualified in a jurisdiction outside England and Wales will be subject to the rules of the professional bodies (where applicable). Barristers and Solicitors qualified in a jurisdiction outside England and Wales will be required to complete the Bar Transfer Test or Qualified Lawyer Transfer Scheme within an agreed period of time (this is likely to be within 12 months of appointment).

Professional entry criteria for Chartered Legal Executives (i.e. Fellows): Chartered Legal Executives are eligible to apply where (i) a Qualifying Law Degree (QLD) is held; or (ii) the Graduate Diploma in Law (GDL)/CPE has been completed; or (iii) where exams have been passed (i.e. a score of 50% or above achieved), at CILEx Level 6*, in all of the following seven foundation subjects in law:

1. Contract Law
2. Criminal Law
3. Equity and Trusts Law
4. European Union Law
5. Land Law
6. Public Law
7. Law of Tort

* Note: There are specific requirements relating to academic achievement in the CILEx Level 6 exams where these are being used to demonstrate 2.1 degree equivalence as set out below.

Academic

Applicants **should** have a minimum of a 2:1 degree in their first degree (in any subject). Where an applicant holds an overseas degree qualification this should be equivalent to a 2.1 degree. However, this Department will consider applicants who do not have a 2.1 degree (or above) (e.g. where a lower degree classification is held, or, where applicants have (under the rules of the professional bodies) qualified as a Solicitor/Barrister/Chartered Legal Executive without a degree) but only where satisfactory evidence of equivalent high level academic and/or professional achievement can be provided (e.g. via relevant experience and results achieved for the Graduate Diploma in Law (GDL)/CPE, Legal Practice Course (LPC), Bar Professional Training Course (BPTC)).

Chartered Legal Executives should note that the GLS will be willing to accept an overall average score of 65% or above across exams passed in the seven foundation subjects in law (where studied at CILEx Level 6) as demonstrating 2.1 degree equivalence (where a 2.1 degree is not held).

Nationality

The GLS is part of the wider Civil Service and therefore the [Civil Service nationality rules apply](#). If a post is described as 'reserved', then only UK nationals will be eligible to be able to apply. If a post is advertised as a 'non-reserved' post, as our posts generally are, those listed below will be eligible to apply:

- UK Nationals (and British Protected Persons);
- Commonwealth citizens and nationals of the European Economic Area (EEA);
- Individuals with dual nationality where one part is British; and
- Certain family members of EEA, Swiss and Turkish nationals (as set out in the Civil Service nationality rules).

Please note that it is possible to meet the above nationality requirements and still not be legally entitled to work in the UK. [UK Visas and Immigration](#) operates a points-based immigration policy which applies to the migrants from outside the European Economic Area, Switzerland and Turkey.

It is the applicant's responsibility to check whether this policy applies to them. When applying, applicants will be asked about their nationality at birth, whether they are subject to immigration control, whether there are any restrictions on their continued residence or employment in the UK etc. Detailed document checks will be made prior to employment.

Guaranteed Interview Scheme

Some GLS departments including DECC have signed up to the Positive about Disabled People Commitment and will guarantee an interview to any disabled applicant who meets the minimum criteria. The Equality Act 2010 defines a disabled person as someone who has a physical or mental impairment which has a substantial and adverse long-term effect on his or her ability to carry out normal day-to-day activities.

To meet the minimum criteria, candidates applying under the terms of the Guaranteed Interview Scheme (GIS) must:

- Meet all aspects of the stated minimum eligibility criteria (i.e. academic, nationality, and professional criteria);
- Meet the standard set for the Critical Reasoning Test (where used); and
- Obtain a minimum score for (i) the GLS core competencies being assessed at the application stage and (ii) against any job specific criteria specified.

Candidates applying under the terms of the GIS, who meet the minimum criteria outlined above, will be invited to attend an interview.

PRE-EMPLOYMENT CHECKS

All government departments are required to ensure that any personnel employed by them comply with the Baseline Personnel Security Standard (BPSS) before they take up employment.

This standard involves verification of identity; nationality and immigration status (including an entitlement to undertake the work in question); employment history (past 3 years) and criminal record (unspent convictions).

You will be asked to produce original documents when attending interview to enable us to verify the above if you are successful. The information which you provide will be treated in the strictest confidence by the GLS and its authorised representative (TMP Worldwide).

Supplying false information or failing to disclose relevant information could be grounds for rejection of your application, or, where you have been appointed, dismissal and could amount to a criminal offence.

Your referees will not be approached until your permission has been obtained following success at interview.

Regarding criminal record checks (i.e. DBS checks), a basic disclosure will normally be required (covering convictions considered unspent under the Rehabilitation of Offenders Act 1974). This will apply to successful candidates only and your permission will be required before checks are undertaken.

DATA PROTECTION

The information which you provide will be protected and processed for the purpose of successful completion of the Baseline Personnel Security Standard, in accordance with the requirements of the Data Protection Act (1998).

If you have any concerns about any of the questions which you are asked to complete or what we will do with the information you provide, you should discuss these with the GLS Recruitment Team.

For further information please download and read the 'Information for Candidates' booklet from the [vacancies page](#) on the GLS website.

DEPARTMENTAL CONTACT POINT

If you would like to discuss this post further with someone in the department, or would like to be put in touch with a lawyer working in the team please contact:

Name: GLS Recruitment Team

Telephone: 0845 3000 793 or 0117 923 4417

Email: glsqualified@tmpw.co.uk

COMPLAINTS PROCEDURE

GLS Departments' processes are underpinned by the principle of selection for appointment on merit on the basis of fair and open competition as outlined in the Civil Service Commission's Recruitment Principles which can be found at <http://civilservicecommission.independent.gov.uk>

If you feel your application has not been treated in accordance with these Principles and you wish to make a complaint, please contact Martin Bond on 0300 068 5635 or at martin.bond@decc.gsi.gov.uk in the first instance. If you are not satisfied with the response you receive from the Department, you can contact the Civil Service Commission.

