



DEVELOPING YOUR LEGAL TEAM

Sharpe Pritchard has a track record of successfully supporting public sector legal teams using innovative partnership arrangements which include:

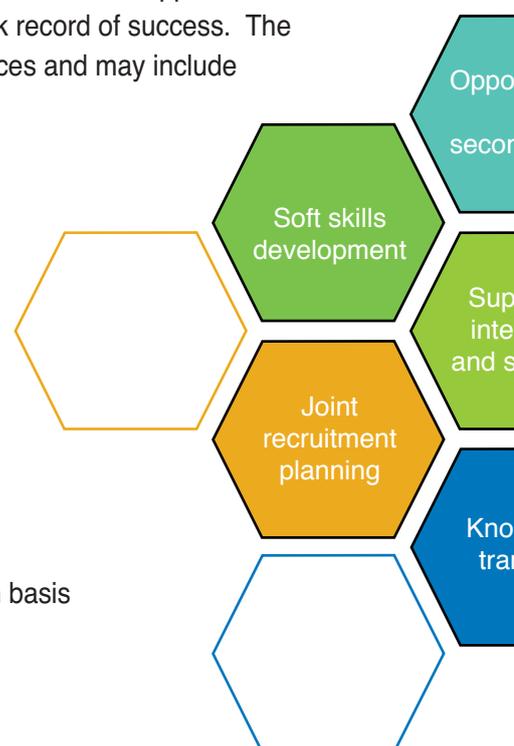
- collaborative and creative approaches to solving recruitment and retention challenges;
- faster recruitment, attracting high quality candidates;
- exciting development opportunities;
- increased retention of quality staff; and
- cost-effective solutions to interim support requirements.

MEETING RECRUITMENT AND RETENTION CHALLENGES

Many local government legal departments find it difficult to recruit and retain the high calibre lawyers they need, and this applies at all levels from trainees and newly qualified staff to highly experienced professionals.

Sharpe Pritchard offers a collaborative, flexible and cost-effective approach to meeting these challenges and we have a proven track record of success. The approach can be adapted to your specific circumstances and may include features such as:

- co-branded recruitment and selection, attracting a wider field of candidates;
- innovative and extended continuing professional development opportunities;
- joint assignments, training, support and secondments to achieve knowledge transfer and develop competencies;
- opportunities to develop soft skills, including co-delivery of formal training; and
- cost-effective approach to filling roles on an interim basis until gaps are filled.



WHAT ARE THE BENEFITS?

The Sharpe Pritchard approach delivers benefits to the whole legal team including the head of department and the lawyers recruited or receiving development support.

Benefits to the head of the legal department include:

- a wider pool of quality candidates attracted;
- reduced recruitment costs;
- enhanced development opportunities resulting in higher skilled work force at lower cost; and
- reduced turnover of staff.

Benefits to the lawyers involved include:

- support and training from experienced Sharpe Pritchard lawyers;
- a wide range of continuing professional development opportunities;
- potential for secondments to support knowledge transfer and broaden experience; and
- the opportunity to build a support network.

RECRUITMENT TRANSFORMATION PLANS

To meet the challenges of recruitment it is necessary to think creatively. Bearing in mind the role, the likely previous experience of candidates and the unique features of your existing team, your needs will vary each time. Our support for your recruitment can be tailored to meet your specific needs.



Clients may benefit from:

- co-branded recruitment adverts which frequently attract the interest of a wider group of candidates, some of whom have not considered working in the public sector previously;
- joint interview sessions where we can explain the benefits and opportunities provided by the scheme from the perspective of private sector solicitors;
- a co-presented explanation of development opportunities; and
- ongoing support and development for new staff.

DEVELOPMENT TRANSFORMATION PLANS

To hold on to talented staff it is important to support their development and to make their role and experience as interesting and varied as possible. We can tailor support by careful alignment with the objectives and plans for the department and the needs of the individuals concerned. This is a selection of development activities that have proved popular with clients recently:

- bite-sized training sessions on specific topics relating to challenges experienced;
- a regular slot where a Sharpe Pritchard solicitor is available to offer surgery-style support;
- secondment for a fixed period and purpose to support knowledge transfer and broaden experience; and
- a 'two-in-a-box' approach where a Sharpe Pritchard solicitor works alongside one or more client team members to provide leadership, coaching and support on specific activities.

CASE STUDIES

We provided two solicitors to a public sector shared service on an interim basis while permanent recruitment was ongoing. To maximise the value from this work the Sharpe Pritchard solicitors ran weekly training sessions and surgery-style support to help upskill the in-house team. In the longer term this will help the client to keep down costs and increase in-house expertise.

We supported a large central government department by co-recruiting two key members of the legal team to support the commercial section in major projects and procurements. This approach helped to secure a strong field of candidates, from which two excellent team members were selected. The individuals concerned valued additional support from experienced Sharpe Pritchard solicitors. We also participated in the interview process for senior commercial lead candidates helping the department to reinforce their capability in this area.

FURTHER INFORMATION AND CONTACTS



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Sharpe Pritchard, solicitors and parliamentary agents, focus on public law and act for a large number of public sector bodies and corporate clients. Our experienced team of lawyers, many of whom have worked within the public sector, advise on:

Academies and free schools

Commercial

Construction

Education

Elections

Employment

General public law

IT and information law

Litigation and dispute resolution

Parliamentary agents

Planning

PPP and PF2 projects

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