
ROLE PROFILE
Property Solicitor
GROW WITH US
WOODLAND
TRUST

OUR VISION

We're creating a world where woods and trees thrive for people and nature.



RESTORE

We restore the ecological condition of existing native woods and trees, to increase resilience and create conditions for nature and people to thrive.



PROTECT

We protect ancient, veteran and valuable woods and trees, to stop the loss of irreplaceable habitat and carbon stores, preserving the UK's natural heritage.



CREATE

We create quality native woods and get native trees growing to benefit nature, climate and people into the future.

OUR ORGANISATIONAL NATURE

WOODLAND TRUST

Our Organisational Nature is at the heart of how we work together. It helps us understand what it means to be part of the Woodland Trust and empowers us to make an impact every day. Our people embody these ways of working, inspiring and enabling each of us to play a part in achieving our vision.

A greener, healthier future for our planet starts right here with you.



Grow Together

We are a team that grows together; made up of unique roles and expertise. We communicate effectively, forging partnerships inside and out, building understanding and trust, valuing differences and recognising each other.



Explore

We know exploration is important, it's how we come up with the best ideas. We won't always get it right but learn and share as we go. We are bold about who we are and encourage healthy challenge.



Focus

We create clarity and stay focused, ready to adapt when we need to. We are empowered to take the time to reflect so that we can develop and work smarter.



Make it Count

We need to create a lasting positive impact. We keep the big picture in mind, harnessing passion and inspiring others to connect with us as we aim to make a genuine difference.

JOB DESCRIPTION

WOODLAND TRUST

Job Title: Property Solicitor

Job Code: WT0731

Salary: £51,729.48 per annum

Contract: Full-Time

Reports to: Head of Legal and Risk Management

Department: Finance Risk and Assurance

Team: Legal

Location: Hybrid

Our Working from Home (Hybrid working) policy is flexible and the frequency of time spent working between your contracted office and your home will vary across teams and job roles.

WHAT YOU'LL DO

WOODLAND TRUST

Main purpose of the job

To autonomously and effectively lead on a broad range of property legal matters including acquisitions of land and buildings, agricultural leases, licences, occasional business leases and associated legal issues, disposals of land, and estate management legal cases including boundary challenges, encroachments, adverse possession, title queries and advice and natural capital legal advice particularly in relation to BNG and woodland carbon.

To provide compliant and effective advice balancing pragmatism and compliance. To work as part of a team supporting colleagues as needed and ensuring the reputation of the legal team is upheld at all times.

Developing a strong understanding of how the Woodland Trust operates across our estate and seeking and advising on solutions keeping up to date with changes in the legal landscape.

WHAT YOU'LL DO

WOODLAND TRUST

Key Responsibilities:

- Responsible for effective delivery and management of own varied caseload of agricultural, and general property cases.
- Maintaining files and database records.
- Responsible for contributing to, devising, and delivery of effective training on key topics for non-legal colleagues as required by the Head of Legal.
- Work collaboratively and build effective relationships with our Land and Property team of surveyors, natural capital team and with colleagues across the Trust.
- Provide pragmatic and considered advice providing solutions to challenges and ensuring that senior stakeholders can make informed decisions.
- Be able to persuade and reason to effectively negotiate transactions.

WHAT YOU'LL DO

WOODLAND TRUST

- Build and maintain relationships with other professional services colleagues including outreach, corporate partnerships and finance, working alongside them on projects including natural capital projects as needed.
- Be willing and able to research areas of law to provide considered solutions in new contexts.
- Effectively monitor and manage engagement with external solicitors and oversee value for money and effective delivery.
- Ability to manage conflicting priorities and manage caseload accordingly.
- Undertake thorough analysis and consideration of property legal matters which may include complex legal and or commercial issues and considerations.
- Advise on legal risks clearly and effectively to enable decision making to be informed by colleagues including senior stakeholders as required.

WHAT YOU'LL DO

WOODLAND TRUST

- Effectively use precedent and create bespoke documentation to produce appropriate agreements and documentation.
- Be able to think laterally providing innovative, workable solutions.
- Play a key part in the legal team, advising mainly land and property (surveyor and land and property managers) colleagues helping to inform and guide practices which may have a strategic impact.

WE WANT YOU TO:

WOODLAND TRUST

GROW TOGETHER

- **Collaborate with purpose** – collaborating effectively with others where it will add value and result in clear and positive impact.
- **Build relationships** – being approachable and developing positive relationships. Making connections internally and externally to pursue shared goals, expand learning opportunities and grow influence. Help others to connect and nurture positive relationships,.
- **Communicate Effectively** – being clear and adapting communication styles to connect with others effectively.

EXPLORE

- **Be able to challenge** – showing courage and ability to challenge, be challenged and respond to challenge constructively to enable us to keep improving how we deliver on our strategic goals
- **Reflect and learn** – taking opportunities to reflect, learn and improve.

FOCUS

- **Take effective decisions** – balancing considered, evidence-informed decision taking and quick, decisive action depending on the situation
- **Adapt** – being proactive and flexible; able to take on board new information and respond effectively to a changing internal and or external environment.
- **Prioritise for impact** – building visions/ strategies/plans that have a clear purpose, set of outcomes, monitoring and evaluation and activity that is prioritised based on the impact they will have.

MAKE IT COUNT

- **Deliver results** – getting work done in a way that is environmentally, financially and ethically sustainable, is considerate of people's wellbeing and always considerate of the broader impact.
- **Connect to the bigger picture** – connecting the work we do to our vision and being trusted to deliver what is needed.

PERSON SPECIFICATION

		Essential/Desirable (E/D)	Where
You'll have experience	In agricultural property law including freehold acquisitions and agricultural tenancies and commercial property law relating to leases	E	Application/interview
	Working in house in the nonprofit sector	D	Application/interview
	Of learning new contexts and legal disciplines and adapting to new challenges	E	Application/interview
	Leading on complex property cases	E	Application/interview
	Of natural capital including BNG and its legal delivery	D	Application/interview
	Effectively advising senior stakeholders on complex property legal issues	E	Application/interview
You'll need to know	About property law in practice including commercial leases, overage, pre-emption agreements, options, large scale freehold acquisitions of mixed used properties	E	Application/interview
	About agricultural law in practice through proven experience of freehold acquisitions/disposals/tenancies	E	Application/interview
	About natural capital	D	Application/interview

PERSON SPECIFICATION

			Essential/Desirable (E/D)	Where
You'll have a desire to	Grow together	Communicate effectively Build Relationships Learn new areas of law and adapt to new contexts	E	Interview
	Explore	Be able to challenge Be able to reflect and learn	E	Interview
	Focus	Adapt Prioritise for impact	E	Interview
	Make it count	Inspire and influence Think strategically and connect to the bigger picture	E	Interview
You'll be qualified in	Must be a UK qualified solicitor or barrister with significant post-qualification experience within commercial or agricultural property law of at least 7 years and must have a current practicing certificate enabling you to practise law in England and Wales .		E	Application
You'll be subject to	Pre-employment checks including Right to Work and confirmation of employment history (3-years)		E	Onboarding