

Job Description

In-house Legal & Compliance



POST: In-house Legal & Compliance

RESPONSIBLE TO: The Chief Executive

LOCATION: Buchan House, Enterprise Way, Dunfermline

REMUNERATION: Negotiable

HOURS: Full-time

1. Background

Lar Housing Trust is a dynamic, innovative charity, set up in 2015 to build and then rent affordable homes across Scotland. Nearly seven years old, Lar now has 29 developments containing 665 homes spread as far apart as Aberdeen, Edinburgh, East Lothian, Glasgow and Ayr with a further 12 sites in construction or planning.

Lar has two subsidiary companies: Lar Projects Ltd and Lar Operations CIC which respectively build and maintain properties for Lar and for others. Lar is capitalised with £120M of loan finance.

Due to expansion, Lar is now looking for a qualified and experienced solicitor to take up the newly created post of In-house Legal and Compliance to be based primarily at Lar's head office in Dunfermline. Lar also has an office in Aberdeen and will shortly have offices in East Lothian, Edinburgh and Glasgow.

This is a really exciting opportunity to work with a friendly and proactive team who focus on building homes which complement and foster the communities around them. This role is very different to working in a law firm, allowing you to experience first hand, the difference that a top quality, affordable home can bring to people's lives. The successful candidate will be expected to carry out a wide range of duties, covering many legal disciplines at all levels of complexity .

Lar currently has c.30 staff members.

2. Role

Lar balances a strong collegiate feel and social ethos with a rigorous commercial ethos. Staff, Trustees and contractors work closely with each other to provide the best services and homes that we can, whilst being mindful of tight budgets. Lar is regulated by OSCR (not the SHR) and the successful candidate will be expected to be able to work without supervision and provide internal legal advice for a wide range of legal issues.

In addition to being a member of the Executive Team, the successful candidate will be responsible for providing advice to the Chief Executive on all aspects of HR and governance. The successful candidate will also be responsible for ensuring that all of Lar's policies are

compliant and kept up to date and will require to carry out in-house training on many of the policies to staff members.

Whilst external solicitors are engaged for certain aspects of work, a degree of knowledge of governance, employment law, property law, contracts law, construction law and the law relating to landlord and tenant is highly desirable.

The successful candidate will be professionally qualified in Scotland to LLB level and have experience of working in-house or in a law firm.

3. Competencies

The candidate is expected to be able to demonstrate the following competencies:

- Experience and an interest in HR;
- Experience and competency in all areas of governance, risk management and compliance;
- Knowledge of Charity and Commercial contracts legislation;
- Ideally have experience of some of housing, landlord and tenant, planning and/or construction law;
- Have strong commercial and business acumen;
- Show a drive for results and attention to detail;
- Have strong drafting skills;
- Have professionalism and integrity;
- Be a strong team worker; and
- Show an ability to impact and influence strategy.

Lar is an equal opportunities employer and welcomes applications from minority groups.

4. Applications

A current CV (including 2 references) together with a personal statement/covering letter should be submitted to: info@larhousingtrust.co.uk by 5pm on 29th July 2022

For further information regarding Lar or this role, please contact Allison McFarlane on 01383 630190 or at: info@larhousingtrust.co.uk