

Job description

Job Title:	Corporate & Commercial Solicitor (3-5 years' PQE)
Reporting to:	Head of Corporate & Commercial
Based at:	9 Cathedral Road, Cardiff CF11 9HA or Unit F12, InTec, Ffordd y Parc, Parc Menai, Bangor, LL57 4FG, with some flexibility to work from home up to 2 days per week after successful completion of probation period
Hours:	37.5 h/w Generally, Monday – Friday, 9.00am – 5.30pm with 1 hour for lunch, but 4pm finish on Fridays is possible, depending on business needs
Salary:	£TBC depending on experience
Benefits:	25 days holiday per annum, plus statutory and bank holidays. Private medical insurance (option to add family members at own cost) 5% pension contribution Death in service cover Company sick pay of up to 4 weeks per year Ride to Work scheme Ability to apply to learn Welsh in working time or attend refresher courses Gym discounts scheme Recruitment bonus for successfully referring someone to join the team Progressive family leave policies
Purpose of Role:	We are seeking an enthusiastic and commercially-minded Solicitor with 3-5 years' post-qualification experience to join our established and growing Corporate Commercial team. The role offers a broad mix of corporate and commercial work, with the opportunity to lead on smaller matters and support senior lawyers on more complex transactions. The successful candidate will demonstrate strong technical competence, solid experience in core corporate transactions, excellent interpersonal skills, and the ability to build and maintain trusted client relationships.
Key Tasks:	<p>Corporate Work</p> <ul style="list-style-type: none"> • Advising on mergers and acquisitions, including share and asset purchases and sales, including drafting, reviewing, and negotiating key transaction documents • Assisting with corporate structuring, reorganisations, demergers, and joint ventures • Preparing and advising on shareholder agreements, investment agreements, and articles of association <p>Commercial Work</p> <ul style="list-style-type: none"> • Drafting and negotiating commercial contracts such as supply agreements, service agreements, distribution agreements, agency agreements, and terms & conditions • Advising on intellectual property arrangements, licensing, confidentiality agreements, and data protection considerations • Providing general commercial legal support across a range of sectors <p>Client & Team Engagement</p> <ul style="list-style-type: none"> • Acting as a day-to-day contact for clients, providing clear, strategic advice • Supporting business development initiatives, including attending events, drafting articles, and contributing to pitches • Working collaboratively with colleagues across the firm to deliver integrated client service • Supervising or supporting junior fee-earners where appropriate

<p>Technical Ability:</p>	<p>Qualifications & Experience</p> <ul style="list-style-type: none"> • Qualified solicitor in England & Wales circa 3-5 years PQE • Demonstrable experience in corporate/commercial law. • Demonstrable experience in M&A transactions, corporate governance, and commercial contracts. • Ability to manage matters independently with appropriate support. <p>Knowledge & Technical Skills</p> <ul style="list-style-type: none"> • Excellent drafting, negotiation, and analytical skills. • Strong commercial awareness and an interest in understanding clients' businesses. • Strong analytical, drafting and problem-solving skills. • Experience in acting for charities and third sector organisations. • Proven ability to work to deadlines and meet billing targets. <p>Communication & Interpersonal Skills</p> <ul style="list-style-type: none"> • Exceptional written and verbal communication skills. • Ability to build rapport and deliver a high standard of client service. • Ability to build trusted client relationships and deliver advice with clarity and confidence. • Skilled at presenting technical legal points in a practical, business-friendly way.
<p>Person Specification:</p>	<p>Essential:</p> <ul style="list-style-type: none"> • Commercial mindset and pragmatic, solutions-oriented approach. • Organised, efficient and able to manage competing deadlines. • Proactive, collaborative and committed to delivering consistently high-quality work. • Professional and calm under pressure with strong judgment and discretion. <p>Desirable:</p> <ul style="list-style-type: none"> • Welsh speaker • Experience supervising junior fee-earners or contributing to team development. • Business development experience, including networking or generating new work.
<p>What we offer:</p>	<ul style="list-style-type: none"> • Competitive salary and comprehensive benefits package. • Opportunities for progression and long-term career development. • Exposure to high-quality, varied corporate/commercial work. • Supportive and collaborative team culture.
<p>How to Apply:</p>	<p>Please send your CV and covering letter to Stephen Thompson at sthompson@darwingray.com</p>