

Job description

Job Title:	Property Development Solicitor (5-8 years' PQE)
Reporting to:	Head of Property
Based at:	9 Cathedral Road, Cardiff CF11 9HA or M-SParc, Gaerwen, Anglesey, LL60 6AG, 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 experienced Property Solicitor with 5-8 years' post-qualification experience, primarily in development work, to join our established and growing property team. This role is suited to a solicitor who can work autonomously and as part of our overarching development team, to provide pragmatic and commercially focused advice, to private and public sector developers and funders of both commercial and residential schemes. The successful candidate will demonstrate strong technical competence, excellent interpersonal skills, and the ability to build and maintain trusted client relationships.
Key Tasks:	• Deal with land acquisitions via options, conditional contracts and package deals for private developers and housing association development teams. • Deal with conditional agreements for lease for pre-lets. • Deal with all site assembly work, including planning and adoption agreements, utility wayleaves and substation transfers. • Assist with construction documentation where required. • Deal with the requirements of development funders, where acting for a Borrower. • Carry out full development due diligence, where acting for a funder on a development scheme. • Deal with onward disposals of completed units and investment sales.

Technical Ability:	Qualifications & Experience • Qualified Solicitor in England & Wales with 5–8 years’ PQE. • Demonstrable experience in property development work. • Proven ability to manage a varied caseload with minimal supervision. • Strong drafting experience of acquisition and disposal documentation. • Experience managing developments across their entire lifecycle. Knowledge & Technical Skills • Ability to deliver clear, concise, and commercially focused advice. • Strong analytical, drafting and problem-solving skills. • Confidence handling complex or sensitive matters. Communication & Interpersonal Skills • Exceptional written and verbal communication skills. • Ability to build rapport and deliver a high standard of client service. • Skilled at presenting technical legal points in a practical, business-friendly way.
Person Specification:	Essential: • 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 judgement and discretion. Desirable: • Experience supervising junior fee-earners or contributing to team development. • Business development experience, including networking or generating new work.
What we offer:	• Competitive salary and comprehensive benefits package. • Opportunities for progression and long-term career development. • Exposure to high-quality, varied property work. • Supportive and collaborative team culture. Hybrid working opportunities.
How to Apply:	Please send your CV and covering letter to Catherine Burke at cburke@darwingray.com