

SENIOR SOLICITOR

**Legal, Governance and
Compliance Division**

ALC1614

CANDIDATE BROCHURE



CONTENTS

3	What makes UEA so special?
5	The Role
7	The Person
8	Further Information including How to Apply
9	About the Division
10	Our Values
12	Accolades
13	A Sustainable University
14	Our Campus
15	Norwich - City of Stories
16	Location



WHAT MAKES UEA SO SPECIAL?

The University of East Anglia is a publicly funded major UK research and teaching university. It was built to embody a radical new vision for higher education, where interdisciplinarity is crucial and excellence in both research and teaching is valued. UEA consistently ranks within the top quarter of universities in the UK for the quality of research and teaching.

As a major regional employer and cultural centre, we take our regional civic responsibilities very seriously and have kept our sights on the people and place we call home. In fact, we launched our University Civic Charter in October 2023; created from in-depth community engagement, renewing our commitment to the region as part of our 60th anniversary.

There are many things which make UEA special, not least of which is the community of staff and students that work and study here. UEA includes three Nobel prize winners, including Sir Paul Nurse and Sir Michael Houghton, and many fellows of the Royal Society and British Academy amongst our alumni and current staff.

Our campus is home to Sir Denys Lasdun's iconic brutalist architecture set in hundreds of acres of beautiful country park that includes a large broad (lake). In the spirit of Lasdun's ambition to inspire an anatomy of ideas, today, UEA is tackling some of the key challenges of the changing world. UEA's research combines disciplines

and breaks new boundaries across its priority research themes of climate, creative and health.

UEA is the place where global warming was first documented. Since the 1970s, UEA's Climatic Research Unit, and more recently Tyndall Centre for Climate Change (Headquarters hosted at UEA), have played a pivotal role in developing temperature records and climate models, contributing to the understanding of climate change, and informing global policy. Many UEA scientists have played significant roles in the Intergovernmental Panel for Climate Change (IPCC), which was jointly awarded the 2007 Nobel Peace Prize for its efforts to increase public knowledge of anthropogenic climate change. Environmental Science and Global Studies at UEA continue to be a major powerhouse for research and teaching.

UEA is widely regarded as a pioneer in creative writing, having established the UK's first Creative Writing Masters programme in 1970. This renowned programme has since attracted and produced numerous successful writers, including Booker Prize winners such as Ian McEwan and Anne Enright, and Nobel Prize Winner Sir Kazuo Ishiguro. In recent years, UEA academics have played a pivotal role in the discovery and presentation of the Gloucester Royal shipwreck (Norfolk's Mary Rose). Our iconic Sainsbury Centre for Visual Arts is a major museum and arts research facility.



Health research at UEA not only embraces the Faculty of Medicine and Health but draws in research from both social and natural sciences. Research under this theme has made major contributions in the fields of healthy ageing, epidemiology and involving citizens (via our innovative Citizens' Academy) in improving health care outcomes. This theme benefits from close association with the other major research institutes on the Norwich Research Park; notably the Norfolk and Norwich University Hospital and the Quadram Institute. The Norwich Cancer Research Network, and Norfolk Institute for Healthy Ageing, are examples of key mechanisms for delivery of real impact from health research at UEA.

UEA has been a major success over the last 60 years and looks forward with confidence to the next 60 years.

For an informal discussion about the post please contact Emma Black, Director of Legal, Governance and Assurance via emma.black@uea.ac.uk

UEA is part of the Norwich Research Park

Norwich Research Park (NRP) membership locates UEA in one of the largest concentrations of research institutes in the whole of Europe – four independent internationally-renowned research institutes: John Innes Centre, Quadram Institute, Earlham Institute and The Sainsbury Laboratory; with the University of East Anglia and Norfolk and Norwich University Hospitals NHS Foundation Trust, supported and funded by The John Innes Foundation, The Gatsby Foundation, and UKRI Biotechnology and Biological Sciences Research Council.

The NRP provides an ideal environment for collaborative use of infrastructure and facilities, with a single portal for academics and businesses to access the specialist facilities across the Park.

The Enterprise Centre is a regional business, knowledge and innovation hub, with workspace provision and supports over 80 businesses working alongside UEA staff and students in a dynamic and vibrant entrepreneurial community. On the wider NRP, there are dedicated laboratory and office spaces in the Innovation Centre and Centrum hosting over 600 staff within a total of 115 businesses and spinouts.



THE ROLE

The Senior Solicitor will be a key member of the Senior Management Team in the Legal, Governance and Compliance Division. The role holder will provide strategic, expert legal advice on a broad range of complex and routine commercial/non-contentious matters including general commercial, corporate, academic, international, procurement, intellectual property, research and/or technology matters involving the University and/or its subsidiaries.

KEY RESPONSIBILITIES

CONTRACT LAW AND COMMERCIAL AGREEMENTS

- Draft, review, and negotiate a wide variety of high value and/or complex commercial contracts, including research and collaboration agreements, consultancy contracts, service-level agreements, MOUs, and NDAs.
- Advise on contractual risk, indemnities, warranties, and limitation of liability clauses to protect the university's legal and financial position.
- Lead the development of standardised contract templates and contracting processes.
- Provide legal opinion on commercial law, contract law, and company law matters.

ENTERPRISE, INNOVATION, AND IP

- Provide professional legal advice across a range of areas including spinouts, IP commercialisation, licensing, and revenue-sharing arrangements.
- Work with the University's Research and Innovation team to proactively support business development and third-party engagement.

LEGAL RISK MANAGEMENT AND GOVERNANCE

- Advise on the scope and extent of the University's statutory powers.
- Proactively identify, report and manage legal risks across commercial activities, escalating significant issues to senior leadership where appropriate and advise on mitigation strategies and/or innovative solutions to address them.
- Advise on legal compliance relating to the Office for Students, Data Protection, Freedom of Information, charity law, interpreting statutes, statutory instruments and other regulatory frameworks affecting higher education.

STAKEHOLDER ENGAGEMENT AND SUPPORT

- Collaborate with academic departments, research offices, professional services, and external counsel.
- Deliver legal training and guidance to university staff on contracting, compliance, and commercial risk management.

MAIN DUTIES AND RESPONSIBILITIES

- Advising on, negotiating, and drafting UK and international commercial and academic/research agreements including terms and conditions of academic activity and funding, collaboration agreements, academic partnership agreements, services agreements, terms and conditions of sale and purchase, IT and software terms and conditions and agent agreements.
- Advising on legal issues arising out of such arrangements including those relating to commercial law, contract law and company law.
- Contribute to the development and delivery of a Legal Services Strategy to support the business in meeting the 2030 Strategy and Corporate Plan.

THE ROLE (CONTINUED)

- Instruct and work with external UK and/or overseas legal advisors where appropriate (including gathering information and documentation, preparing detailed briefing documents, interpreting and effecting the advice received, obtaining instructions from the business, and negotiating terms of agreements).
- Lead the delivery of training to internal stakeholders in relation to commercial, corporate, education, international, research and/or technology legal matters.
- Gather and organise complex information and data to advise upon proposed and current commercial and academic/research projects and to use that information to draft appropriate legal documentation.
- Problem solve in the event of unplanned events occurring, seeking to understand the underlying causes and remedies – developing, strengthening, and implementing improvements and adaptations needed to ensure the University's duties and responsibilities are carried out in a compliant and the most efficient way possible.
- To meet the Legal Services, Service Level Agreement and take instructions in line with the Scheme of Delegation framework, providing information and advice, as necessary.
- Build and manage relationships with external legal firms to ensure value for money, cost-effective legal support.
- Independently manage a varied and complex caseload and maintain complete and accurate case files.
- Keep up to date with legislation, regulations, best practice, alerts, and vulnerabilities and advise the University accordingly.
- Assure authoritative advice and effective procedures to safeguard the University's position including providing advice on the requirements of legislation.
- Represent the University in legal proceedings, if required.

- Provide direct or indirect line-management, support and/or supervision as required within the LGC team or across other teams including but not limited to Procurement and Research and Innovation.
- **AND** such other duties as are within the scope and spirit of the job purpose, the title of the post and its grading.

Supervision

This role is expected to operate autonomously with minimal supervision. Where supervision is required, this will be provided by the Director of Legal Governance and Compliance.

Key Contacts

Staff at all levels throughout the University, current and prospective students, external law firms and counsel.

Decision Making

The post holder will be a subject matter expert and will exercise independent judgment in legal matters, ensuring decisions are aligned with institutional objectives and legal obligations.

Confidentiality

The post holder will have access to high level confidential information so must operate with the utmost integrity around confidential matters relating to the University and its partners.

Senior Management Team Role/Team Leadership

To work cohesively with other senior managers in the Legal Governance and Compliance Division to develop the links across sub-teams and promote a mutually supportive culture to deliver on objectives.

THE PERSON

EDUCATION, EXPERIENCE AND ACHIEVEMENTS

- Qualified solicitor in England and Wales (E)
- Significant post qualification experience in commercial law (E)
- Demonstrable experience in drafting, negotiating, and advising on a wide range of commercial contracts (E)
- Experience working in or advising public sector organisations, ideally in education or research-intensive environments (E)
- Knowledge of commercial, contract, intellectual property and data protection law (E)
- Analysing issues, data and evidence objectively and presenting in an audience specific format (E)
- Experience of positively influencing senior stakeholders (E)
- Experience of operating in an environment that is constantly changing and adapting to meet those changes (E)
- Experience of supporting complex projects (E)
- Experience in advising on and negotiating contract terms (E)

- Experience of working in an academic legal environment (D)
- Current knowledge of HE sector best practice in relation to commercial contracts and academic/research matters (D)

SKILLS AND KNOWLEDGE

- Exceptional attention to detail and accuracy (E)
- Excellent oral, written and interpersonal and communication skills with ability to deal face-to-face, via telephone and email with individuals from a variety of backgrounds, cultures and nationalities (E)
- High quality presentation skills (E)
- Excellent organisational skills (E)
- Ability to manage competing priorities and deliver pragmatic, solution focussed advice in a fast paced environment (E)
- Excellent interpersonal skills with the ability to engage with stakeholders at all levels both internally and externally to the University (E)
- Good knowledge of the use and issues of effective Project Management tools, approaches and key issues and success factors (D)

PERSONAL ATTRIBUTES

- Ability to self-manage and prioritise matters appropriately (E)
- Demonstrable high standards of ethics and confidentiality in undertaking work (E)
- Ability to build and maintain excellent relationships with colleagues to deliver projects and outcomes (E)
- Professional, proactive and positive attitude with ability to promote a responsive and “can do” culture (E)
- Ability to work both independently and as part of a team (E)
- Ability to translate legal duties and protocols into accessible formats suitable for business needs (E)
- Flexible approach to working hours and location (E)

Essential Requirements (E) are those, without which, a candidate would not be able to do the job.

Desirable Requirements (D) are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

FURTHER INFORMATION

The post is available from 15 December 2025 on an indefinite full-time basis.

Salary will be £58,225 to £67,468 per annum on Grade 9 on the single salary spine.

Relocation expenses are reimbursable under certain conditions.

Place of Work - The University is strongly committed to providing an excellent student experience and research environment, and it is expected that all staff will be available on campus to carry out their duties during their working week in support of these goals. We have a hybrid-working policy which supports a mix of at home and on campus 'hybrid' working for many roles. For the majority of hybrid roles, the expectation is a minimum of 60% of working time will be spent physically present in the workplace.

The flexibility of the hybrid-working policy allows the possibility of some remote working, but it is the expectation that all appointments will be UK based, with any overseas working agreed in advance by exception only.

If successful you will be asked to show evidence of right to work in the UK prior to any formal offer being made. Non-British and non-Irish nationals entering the UK to undertake employment or who are currently in the UK will have to meet eligibility criteria under the points-based immigration system. The University may be able to provide sponsorship under the Skilled Worker route if relevant criteria are met. Please note, due to the complexities of the immigration system, Skilled Worker visa sponsorship is not guaranteed for every role. If you would like further information about whether this role is eligible for visa sponsorship, please contact staff.visacompliance@uea.ac.uk

The post is superannuable under the Universities Superannuation Scheme and there is an annual holiday entitlement of 30 days plus statutory (8 days) and customary (6 days) holidays. The University is committed to creating an environment where the health, welfare and safety of all students and staff is

of paramount importance. The University's Safeguarding Policy addresses both child protection and safeguarding children, young people and vulnerable adults within the work of the University. Appointment will be subject to satisfactory pre-employment checks, which may include an Occupational Health assessment.

Information on the benefits of working at UEA can be found at <https://www.uea.ac.uk/about/working-at-uea>.

If you require the information contained within this candidate brochure in a different format please email staff.recruitment@uea.ac.uk

HOW TO APPLY

To apply for this vacancy, please follow the online instructions at: <https://vacancies.uea.ac.uk/>

The closing date for this role is 11:59pm on **16 November 2025**.

Please note that the application form contains an Equal Opportunities section which must be completed. The Equal Opportunities information will not be made available to the selection panel and will not form any part of either the short-listing or decision making process. .

It is anticipated that presentations and interviews will take place in person or via Microsoft Teams **w/c 1 December 2025** and we will inform you of the outcome of your application prior to this date.

Reasonable travel and incidental expenses incurred in attending the interview will be reimbursed (please ensure that you keep all receipts). Please note that if you are offered a post and decline the offer, travel and incidental expenses will not be reimbursed.

ABOUT THE DIVISION

The Legal, Governance and Compliance division is newly formed and brings together the functions; Legal Services, Corporate Governance, Information Compliance, University Safety Services (incorporating Health & Safety, Risk Management and Business Continuity) and Student Discipline and Resolution.

The Division delivers organisation wide enabling functions with an ambition to create a central hub of institutional knowledge that intelligently connects the business with solution driven, proactive, risk aligned, quality advice and support to achieve the delivery of the University's vision and strategic objectives.





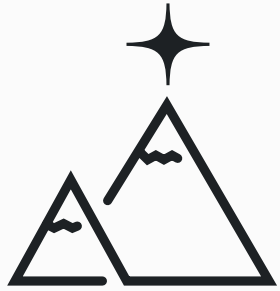
OUR VALUES

Shaped by staff, our UEA values represent a core set of standards for how we behave as an employer, drive excellence in teaching, learning and research, and collaborate as an anchor institution in our local community.

From tackling global challenges, striving for student and staff success, and creating a vibrant inclusive environment, our values are what unite us.

- ✦ AMBITION
- ✦ COLLABORATION
- ✦ EMPOWERMENT
- ✦ RESPECT

OUR VALUES (CONTINUED)



AMBITION

We are ambitious for our future success.

We are forward-thinking and brave in our approach and decisions. We make space for innovation and creativity, seizing opportunities that are responsible and sustainable. We are ambitious for the advancement of education and research.



COLLABORATION

We are collaborative in our approach.

We work together with shared purpose. We build connections, share ideas and develop new networks. We champion our regional, national and global relationships and demonstrate that together we can achieve greater goals and positively influence the world around us.



EMPOWERMENT

We empower ourselves and each other.

We develop ourselves and others, trusting people to make decisions based on their expertise and knowledge. We continually improve systems and processes to support us in working in an agile and efficient way.



RESPECT

We respect each other.

We treat everyone with respect and dignity. We value diversity and foster a community where people can express different thoughts and views. We are open to challenge, so we can learn and improve. We encourage a positive, inclusive environment where everyone has opportunities to fulfil their potential.

ACCOLADES

- Queen's Anniversary Prizes for Higher and Further Education have been awarded to UEA for international development studies (2009), creative writing (2011) and environmental sciences (2017). Notable alumni include Sir Paul Nurse (1973, Nobel Prize for Medicine 2001), Sir Kazuo Ishiguro (1980, Nobel Prize for Literature 2017), Sir Michael Houghton (1972, Nobel Prize for Medicine 2020) and Sarah Gilbert (1983) who led the Oxford University team to develop a COVID-19 vaccine, approved in 2020.
- Our Doctoral College, established in 2018, hosts six Doctoral Training Partnerships and integrates Faculty and School provision for 1600 Postgraduate Research Students (including those from across the Norwich Research Park), enabling collaboration and innovation.
- We recognise our global impact and were one of the first universities to declare a climate and biodiversity emergency in June 2019. Our sustainable campus, including over 50 acres of environmentally valuable parkland, is constantly evolving with ambitions to be 100% net zero by 2045 or sooner.
- UEA is a University of Sanctuary, an accreditation given to universities that show an ongoing commitment to creating a welcoming culture of inclusivity and awareness.
- UEA was awarded the Silver Athena SWAN Award in 2019, and all our Schools hold awards at Bronze or Silver.

A vibrant place to study, learn and work, UEA is a very special place.



A SUSTAINABLE UNIVERSITY

At UEA, we are now working to create a university that will be even better in the future, and we are working to achieve net zero carbon by 2045 (or earlier). Our Sustainable Ways vision is one of a resilient university – where consumption is efficient and self-generated energy supports low carbon goals, supported by a vibrant community of world-leading researchers and inspired graduates.

At a basic level, our sustainable development means that we try to balance the 'three pillars' of environmental, economic and social elements.

We challenge our environmental impact through on-site energy generation and a district heating and cooling network, reducing our reliance on grid electricity and therefore fossil fuels. We promote and use recycled and 'eco' products such as biological cleaning materials. We champion local suppliers and ethical causes, including Fairtrade and vegan products. We seek to ensure value for money in a holistic, whole-life costing sense in our new buildings and procurement contracts.

OUR INITIATIVES

Central campaigns, such as holiday shut-downs or awareness day events, support a whole-University approach to energy saving and other initiatives.

Follow us on X [@SustainableUEA](https://twitter.com/SustainableUEA)



OUR CAMPUS

UEA is based on a campus that provides top quality academic, social and cultural facilities to over 17,000 students.

Although located in 320 acres of rolling parkland, virtually no part of the campus is more than a few minutes' walk from anywhere else, so everything is close at hand – the library, nursery, health centre, supermarket (incorporating a post office) and restaurants. Amongst the striking buildings is the UEA's Sainsbury Centre for Visual Arts, which contains the Robert and Lisa Sainsbury Collection – one of the greatest art collections formed in Europe during the 20th Century.

The University has invested in new learning and teaching and research spaces, including a celebrated new Enterprise Centre that underpins its commitment to promoting student enterprise and entrepreneurship.

Sport and Recreation plays a major part in the life of the University of East Anglia, centred around the major Sportspark facility which is one of the most successful community sport facilities in the UK. This accessible and affordable facility provides a diverse range of activities, and incorporates a 50m Olympic size swimming pool, indoor climbing wall, coaching resource centre and sports injury clinic.



NORWICH

A CITY OF STORIES

The city's motto is 'A fine city' and its strong cultural heritage has seen Norwich maintain the best of its historical character whilst developing to become one of the most vibrant and attractive cities in Europe. Norwich offers miles of riverside walks and cycle ways, and a unique collection of 1930s parks. The city is surrounded by beautiful countryside and within easy reach of the stunning Norfolk coast.

Norwich is a UNESCO World city of Literature, the first in the UK, as well as being one of the newly named Tech Cities recognising the growth of digital businesses in the region. The most prominent high-rise building, apart from the castle, is the magnificent 11th century cathedral, which still dominates the skyline. The city's medieval centre of cobbled streets remains largely intact, but there is still space for modern buildings such as the city's centrepiece, the Forum, which is a striking piece of contemporary architecture. The glass front overlooks the colourful open-air market (one of the largest in the country) and reflects the city in all its diversity.

The city is consistently rated as one of the top ten shopping venues in the UK. Norfolk and Suffolk attract thousands of visitors each summer. The famous Norfolk Broads are among the most important wetlands in Europe and a haven for rare plants, wildlife and insects. The Broads attract holidaymakers who come to navigate the intricate natural network of waterways formed by the Rivers Bure, Yare and Waveney and their tributaries.

For further information about UEA's excellent facilities, staff benefits, picturesque campus and the UEA working environment, please visit the 'Careers at UEA' microsite <https://www.uea.ac.uk/about/working-at-uea>. Additional information about living and working in the city of Norwich can be found at <https://www.workinnorwich.co.uk/>



If there is another city in the United Kingdom with a school of painters named after it, a matchless modern art gallery, a university with a reputation for literary excellence which can boast Booker Prize-winning alumni, one of the grandest Romanesque cathedrals in the world, an extraordinary new state-of-the-art public library then I have yet to hear of it. Norwich is a fine city. None finer.

STEPHEN FRY



LOCATION

Some cities you've heard of, others you have to discover. Norwich is one of the most beautiful, modern historic cities in Britain. It's a city that celebrates the independent, stimulates creativity, promotes change and encourages diversity.

UEA is a campus university located 3 miles from the centre of Norwich. Situated in the heart of Norfolk, which means it's an ideal location to explore Norwich and beyond.

BY RAIL

LONDON • 2 HOURS

CAMBRIDGE • 1 HR 15 MINS

BIRMINGHAM • 4 HOURS

Many European cities (including Paris and Amsterdam) easily accessible by train

BY ROAD

KINGS LYNN • 1 HOUR

CROMER • 45 MINUTES

SOUTHWOLD • 1 HOUR

BY AIR

NORWICH AIRPORT • 20 MINUTES

STANSTED AIRPORT • 2 HOURS

London is a major airline hub and all main international destinations are easily accessible



An internationally renowned university, UEA is ranked in the UK Top 25 (Complete University Guide 2025), UK Top 30 (The Mail 2025) and the World Top 100 (Times Higher Education Impact Rankings 2024), where it ranks in the UK Top 20 for research quality (Times Higher Education Rankings for the Research Excellence Framework 2021) and World Top 20 for Health and Wellbeing (QS World University Rankings for Sustainability 2024), reflecting the international excellence of its research environment. The University holds UK Teaching Excellence Framework Silver status.

Equality, Diversity, Inclusion and Wellbeing

The University is committed to diversifying its workforce and to the wellbeing of all our staff. For example, we already hold an Athena Swan Silver Institutional Award in recognition of our advancement towards gender equality. Further details on our broader Equality, Diversity, Inclusion and Wellbeing work can be found on our [website](#).

