

Employment Law Solicitor

Rubric Law, a fully remote law firm, are seeking a full-time, permanent Employment Law Solicitor.

Overview

Rubric Law is a dynamic boutique law firm which has spent the time required to hand pick and nurture its team. This attention to detail has enabled the firm to build a unique set of values by which the entire firm operates. The service delivered is comparable in quality and sophistication to the top 200 law firms, however it benefits from a more personal touch.

We are now seeking an experienced, ambitious and commercially minded employment law solicitor to facilitate continued growth during 2025.

The role

You will be instrumental in assisting in the continued development and growth of the firm. The firm advises employers across a broad range of employment law issues. The role will also support the corporate department in employment matters pertaining to the sale of shares and businesses. You will need to be focused on building relationships with clients and introducers and be able to consistently deliver outstanding and straightforward advice to clients. We are offering a competitive market salary, excellent holiday entitlement, and private medical cover which offers a range of additional benefits.

How you will make a difference?

Your role will revolve around forging strong relationships with clients and initiators and providing them with clear, outstanding advice. Our exceptional communication charter sets us apart – excellence in communication is vital. The employment law department is currently led by the firm's Managing Director. You will independently manage the existing case load and assist in marketing, developing and growing the department.

What will be expected of you?

You will be required to live the values of the firm. You will be happy to work autonomously but within the framework of the firm. You will be an excellent communicator both with clients and your colleagues.

Who you will be working with?

As a boutique commercial firm (8 head count) you will have direct access to all members of the team, including the Managing Director, delivering a superior client service, identifying opportunities and building relationships. You will report to the Managing Director.

What is it like to work here?

We're an energetic group who are closely connected. There is a flat management structure with the Managing Director actively involved in the development of the team. The work is serious and there is a high output required, but the environment is supportive, fun, and enjoyable.

We operate four practice areas (Real Estate, Corporate, Commercial and Employment) and have acquired a specialist reputation. This, however, is not the end and the firm wants to grow and develop each area of the business into new markets and geographical areas.

What will you be like?

- You will be experienced in working in a professional services or legal environment.
- You will be professional, personable and approachable.
- You will be highly articulate both verbally and in writing.
- You will enjoy being part of a dynamic team but comfortable in working autonomously.
- You will be comfortable with a varied case load in all areas of employment law.
- You will want to work for an employer that has an appreciation for the level of commitment and work that you put in.
- Our values will resonate and inspire you.

Essential Candidate requirements

- A minimum of 3 years' experience within an employment law role.
- Up to date knowledge of employment law and legislation.
- Experienced in corporate support work including employment DD and TUPE.
- Confident communicator with sound interpersonal skills, capable of establishing strong connections with employees across all levels of the company.

Location and hours:

Full-time (Monday-Friday, 37.5 hours per week) role — 9.00am till 5.30pm.

Location – this is a fully remote role with a virtual office in Bristol and an operational hub in Monmouth. The team currently meet on a bi-monthly basis on the outskirts of Bristol.

Next Steps

For more information or a confidential conversation please get in touch with the Head of Business Operations on 0117 435 4350. Applications to be submitted by email to lisa.butcher@rubric.law.

Job Type: Full-time, permanent

Salary: circa 50k – 60k PA