



Livingston James



POSITION PROFILE

MACROBERTS

LLP

**Partner – Agriculture,
Rural and Estates**



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The Firm

MacRoberts is one of Scotland's leading independent law firms with over 150 years of experience in the legal sector. The firm maintains strong links within the Scottish economy, and as well as working with individuals and families on personal matters, works with large private and public companies, small and medium-sized enterprises, entrepreneurs and owner-managed businesses, banks and financial services institutions, public sector bodies, charities and all levels of government.

Since 2018, the successful and well regarded rural and private client firm of Murray Snell has been part of MacRoberts. With over 70% of Scotland's land mass being under agricultural production, agriculture, rural and forestry is not only one of the most important sectors of the Scottish economy but a vital lifeline for the livelihoods of a large part of the Scottish population. MacRoberts (incorporating the wider Murray Snell practice) acts for landowners, tenants, farmers and agritech businesses on the full range of legal matters arising across the sector, from property, energy law and commercial contracts to intellectual property, dispute resolution, employment and corporate law. Our award-winning team is highly experienced in the purchase and sale of agricultural and rural property, forestry and estates.

As well as advising in the relation to the sales of different rural land, we advise on more general agricultural law issues, sporting and fishing rights, minerals and option agreements, and are experienced in working with landowners and developers in relation to renewable energy developments, including onshore wind farms, anaerobic digestion, hydro, solar power and biomass. We are experienced in the administration of, and legal issues relating to, large and often complex, estates, and regularly advise on estates with multi-jurisdictional issues and those containing business and farming partnerships.

Firm Wide Success

MacRoberts has seen its revenue and profits continue to increase as a result of a combination of winning new clients through competitive tenders and through existing and long standing relationships.

The firm has invested heavily in IT and technology and has an excellent operations team supporting the fee earners across all areas of the business including IT, Compliance, People and Development and Finance. With a recent move in the last 12 months to new premises on the top floor of 10 George Street, Edinburgh, combined with the heavy investment over many years in IT, the firm now offers an excellent hybrid working environment.



The Firm

Independent Recognition



The firm continues to be recognised independently and in 2018, was named **Property Team of the Year** at the British Legal Awards, being the only Scottish-based firm to be shortlisted at these Awards. In 2019, it also received 'Highly Commended' in the **Corporate M&A Team of the Year** at the British Legal Awards against competition from Magic Circle firms. At the Scottish Legal Awards 2020, it was also awarded **Family Law Team of the Year** and **Corporate & Commercial Team of the Year**, where the judges noted that despite the challenges and economic uncertainty posed by the pandemic, the team had continued to work with clients to progress deals with a commitment to continuity of service.



Background to the Current Opportunity



Following the successful integration of Murray Snell into the MacRoberts family, the firm now looks to expand the Rural offering. This opportunity has come about to ensure succession planning is properly catered for whilst additionally ensuring the firm's growth ambitions are met and current client portfolio looked after.

With the strong legacy reputation of Murray Snell and the deep and broad strength of the wider Commercial Real Estate and Renewables practices, this Partner appointment offers a genuinely unique opportunity to join an established offering with clear ambitions, a strong platform and a commitment to grow.

This appointment is a result of continued success and with one of the Murray Snell Partners' having moved from partnership to a consulting position, offers an excellent opportunity for someone to maintain an existing portfolio of clients, whilst also being given full autonomy to further develop the firm's offering and portfolio.

MacRoberts' and Murray Snell's reputation for delivering a high calibre service provides an excellent platform to grow the business. The smart investment decisions and robust and agile decision making has allowed them to be competitive and dominant in the market, acting as a bit of a thorn in the side of the "larger players". Based on MacRoberts' success to date, it is exciting to think what might now be achieved as they look beyond and go for continued growth.

This position provides direct access to the Managing Partner and a peer group of highly accomplished legal experts. The firm has created an incredibly collaborative and welcoming environment whereby everyone has a "voice". Leaders are encouraged to be dynamic and entrepreneurial in style, be creative with new innovations, and to drive excellence in the market.

MacRoberts is a firm which truly believes that the development of the right people will result in the growth of MacRoberts as a greater business. The firm has thrived because of the quality of its individuals and the work it does to make a long-term difference to its clients' successes and goals. With strong leadership already in place, the selected professional will immediately gain a reputable peer group and personal advancement through the layers of partnership.

A direct route to Partnership in a successful and well-established organisation is rare enough; considering the potential of the firm to achieve further growth and continued success, the career opportunity for an ambitious current or aspirant Partner to join the firm is second to none.



The Role

Position Purpose

To take a key role in the development and evolution of the Rural business offering in the Edinburgh Office. Edinburgh, as Scotland's capital city and financial centre, has huge potential for business growth and MacRoberts is seeking a Partner to take a prominent role in growing this service line.

Position Overview

The role will have responsibility for expanding on the quality service of the Rural business. The appointee will be expected to represent and champion the best interests of the firm across all business areas. This position carries strategic responsibility for supporting development and growth and managing the execution of a profitable business plan with colleagues across the Group.

Alongside peers and colleagues, there is an opportunity to contribute to the evolving business strategy of the firm at a wider level in Scotland. The position provides the successful candidate with the opportunity to join a firm with an already well-established client base and an excellent and long reputation in Rural work through the Murray Snell and wider MacRoberts teams. It requires ambition and resource to develop the firm's position in the market, and crucially, it offers an opportunity for you to make a difference in your own career. You will be joining a core credible team of two Senior Associates and one consultant, supported by junior staff and a wider energy and renewables team, with opportunity for growth.

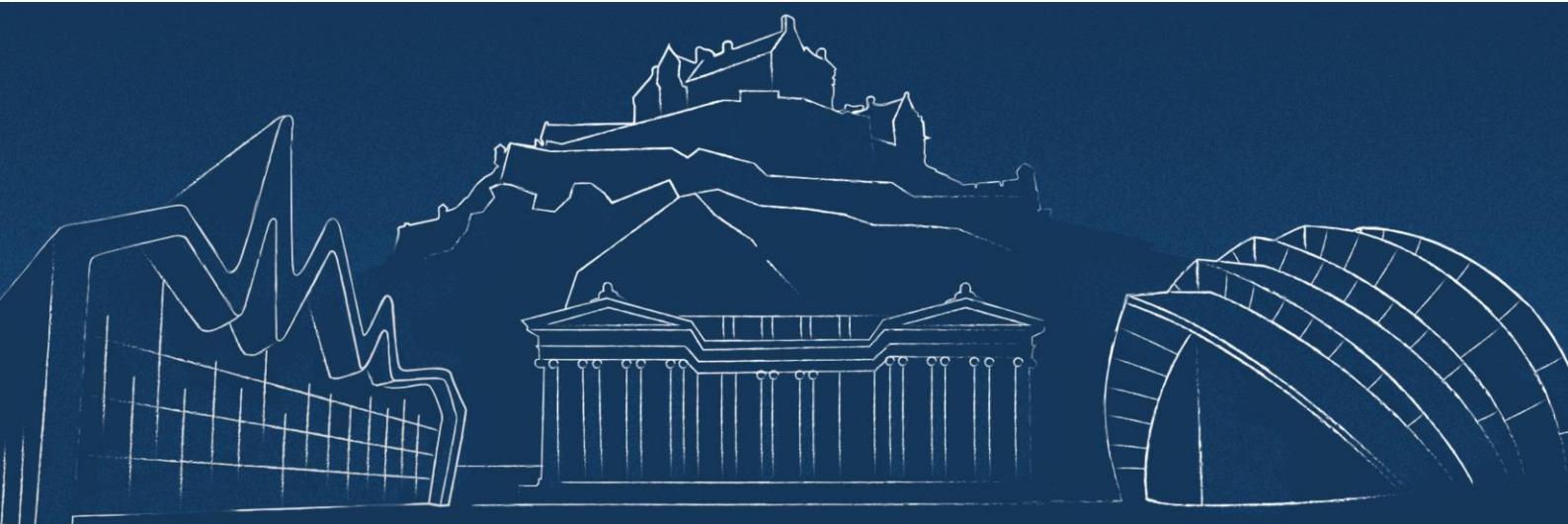


The Role



Key deliverables include:

- Maintaining and developing existing relations with the firm's clients
- Delivering outstanding results for clients
- Motivating and developing the team to ensure exceptional service delivery
- Assisting in the development of new relationships with third party referrers
- Participating fully as part of the partnership team and contributing to the firm's development
- Creation/review of the vision for the delivery of a high quality, personal service and delivery of a business plan and targets that sit in the firm's wider group objectives
- Creation and execution of business development strategy
- Coordinating/engaging third party networks to raise the firm's profile
- Supporting other MacRoberts teams through broader representation of the firm
- Acting as external spokesperson/generating PR and comment on issues relevant to raising the profile of the firm



Key Duties & Responsibilities:

- Undertaking fee earning work, working both independently and as a member of the team and providing a profitable contribution to the work of the department
- Conducting a broad range of rural/land matters on behalf of clients
- Advising clients on the acquisitions, sales and management of all rural/land matters
- Management of support services for which you are responsible, including supervision of support staff
- Willingness to participate in the growth and future development of the team, assisting in the build-up of the client database and marketing the firm's services

The Role



- Maintaining orderly and up-to-date files and complying with the firm's policies on file management
- Completing time recording and other management records required by the firm
- Cross-referring work and clients within the firm
- Ensuring compliance is adhered to in all activities
- Financial control of your own matters regarding cash flow through collection of monies on account and billing procedures
- Recognising fee-earning opportunities and develop as appropriate
- Being accountable for your own development, seeking out opportunities to learn new skills to continuously improve



Preferred Candidate Profile



MacRoberts is seeking a future leader who is dynamic, collaborative and credible.

As a key, client facing role, the successful candidate will always represent the professionalism and quality of MacRoberts. A demonstrable track record of engaging new clients and building long lasting relationships, they will have a strong desire to grow their personal client base and to cross refer to their colleagues; at all times looking for opportunities for MacRoberts to help their clients achieve their goals through the provision of appropriate advice.

Building on strong technical foundations, appropriate candidates will have had previous success developing teams to deliver high quality service. The ability to lead and engage clients and colleagues will be paramount to success in this role.

The most significant elements of this position are strong personal communication skills and an understanding of the core Rural concerns. MacRoberts is looking for a candidate with the prowess to grow and develop the core Rural team, and additionally, be a significant contributor to creating the firm of the future.

Personal Characteristics / Experience

- Rural law expertise with a minimum of 7 years PQE gained within a firm who are renowned for their rural offering
- Excellent communication and interpersonal skills and a genuine interest in individual clients and for providing tailor made advice
- Existing Partner within their current firm looking for a new challenge within an entrepreneurial and progressive firm; or a solicitor with the potential to take the first step into partnership
- Demonstrate a clear following/network of contacts or clearly articulate how they have developed and nurtured relationships of key clients in their existing firm
- Possess an excellent technical knowledge of all areas of rural
- Demonstrable track record of success
- Ability to develop new business and nurture existing relationships
- With appropriate gravitas and professionalism to influence at senior level
- Driven and entrepreneurial in spirit, looking for the opportunity to take the lead
- Enthusiastic and committed to making a difference
- Of appropriate experience level to be able to help lead MacRoberts / Murray Snell well into the future

Remuneration & Recruitment Process



Attractive package commensurate with background and experience required for the role.

For more information on remuneration please contact:



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The Recruitment Process

First stage interviews will be conducted by retained consultant, Sophie Randles of Livingston James.

Shortlisted candidates will thereafter be invited to meet with Alan Kelly, Board Member & Partner.

Successful candidates will then meet a series of additional Partners and key stakeholders across the firm including Neil Kennedy, Managing Partner.

Final interviews will involve the presentation of a short business plan to a Partner panel.

Please note, additional informal interviews can take place if required, as instructed by Sophie Randles on behalf of MacRoberts.