

Role: Agricultural and Rural Affairs Solicitor

Location: Worcester Office

Hours: 5 days per week

Term: Permanent

We are seeking a Solicitor to join our highly regarded Agriculture & Rural Affairs (ARA) team based in Worcester. This is an excellent opportunity for someone with either agricultural law experience or a commercial property background, who is keen to learn and specialise in agricultural property work within a supportive, award-winning department and a long-established firm

About mfg

You'll be joining a regional law firm that enjoys a strong reputation, recognised in the legal 500 which is made possible by our exceptional people. We want to help you to reach your full potential, love the work you do and deliver the best results for your clients. It's our goal to make you feel great about working with us, and we work hard to cultivate a culture that makes it easy for you to stay with us for many years.

The Agricultural and Rural Affairs Team

You will work alongside Partner Alex Phillips and other fee earning and support colleagues at our Worcester office. Our team operates from mfg's Kidderminster, Bromsgrove, Telford, Worcester and Ludlow offices.

Key Responsibilities

Casework & Legal Advice

- Manage a varied and busy caseload of agricultural and rural affairs matters with supervision as required (if a successful candidate has limited agricultural experience).
- Advise on agricultural property transactions, including sales, purchases, leases, licences, easements as well as acting for Landowners in relation to development work such as option agreements and overage arrangements.
- Handle agricultural tenancies including AHA, FBTs, and grazing licences.
- Advise on rural land development and diversification
- Advise on various matters that affect rural clients including rights of way, boundaries, covenants and wayleaves.
- Support succession planning and estate matters with Private Client and our dedicated Tax and Estate Planning colleagues.

Client Care & Business Development

- Maintain excellent client relationships and service standards within a team with long standing client relationships and a strong regional reputation.
- Attend client meetings, site visits, and sector events.
- Contribute to business development and networking activities.
- Maintain accurate time recording and billing.
- Be proactive and team focused with a commitment to excellent client service.

Compliance & Quality

- Work in accordance with SRA Standards and firm policies.
- Maintain legal knowledge and comply with AML, GDPR, and file management requirements.

- Participate in supervision and file audits.

Team Contribution

- Collaborate across departments.
- Support and supervise junior colleagues if/where appropriate.

Person Specification – Essential

- Qualified Solicitor in England & Wales.
- Experience or strong interest in agricultural law or commercial property with a willingness to learn something new.
- Strong drafting, negotiation, and communication skills.

Person Specification – Desirable

- Experience with agricultural land and property transactions and AHA and FBT tenancies or with commercial property and lease transactions with a willingness to learn.
- Knowledge of rural estates, succession planning, or renewables.
- Knowledge of overage, option agreements and other development agreements.
- Someone who takes a practical and commercial approach to advising clients.
- Team player who works collaboratively and wants to get involved in team and firm events.

Salary & Benefits

- Competitive salary
- 25 days' holiday to start rising to 26 (plus additional days at Christmas and statutory Bank Holidays)
- Healthcare benefit scheme
- Employee Assistance programme and wellbeing services – 24/7 helpline facility
- Discounted legal fees for staff and family members (subject to terms)
- Death in service provision
- Auto enrolment in our Company Pension
- Annual colleague event

Other reasons to join us:

- We offer a rewarding career of quality work alongside a commitment to your development. It's a fantastic environment in which people grow!
- A supportive 'people first' culture, driven by wellbeing and work/life balance (it's a 35-hour week)... over 90% of our people responded in our 2025 engagement survey that it's a great place to work and they're proud to work here.
- Committed to inclusion, we aim to employ a diverse section of the community whilst our work for good causes continues to flourish. Many of our people are actively involved in CSR, Sports & Social and Health & Wellbeing groups.

For more information on what it's like to work at mfg, please visit [our recruitment page](#) or email recruitment@mfgsolicitors.com to arrange a confidential chat to discuss this opportunity further.

Agencies please note – we have an agreed Agency PSL in place.

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#thelawfirmforlife
#lifeatmfg

