

Role: Senior Associate/Legal Director (5+PQE), Employment team

Location: Birmingham Office

Hours: Full Time

Term: Permanent

Why join mfg?

You'll be joining a regional law firm that enjoys a strong reputation, recognised in the Legal 500 and Chambers Guide, made possible by our exceptional people. We want to help you 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.

You will have a significant influence on how you develop your own expertise and experience, and be strongly encouraged and supported to get involved in business development work, taking an active role in seminars and networking events, in addition to drafting articles for publication.

The Employment Team

Our Employment team is award winning, led by Team Head Sally Morris who you will work closely with. The team currently operates from mfg's Kidderminster, Worcester, Birmingham, Telford and Black Country offices, with future growth plans across Worcestershire, Shropshire and the West Midlands region.

You will be based in the Birmingham office, and enjoy a mix of hybrid/flexible working driven by business and client needs. We want to ensure you are fully supported by the wider Employment team upon joining, so we will introduce you to our existing client base across the area and show you the mfg ropes!

Day to day, you'll be successful in this role by...

demonstrating an ability to handle a mixed and complex caseload of employment law matters, working effectively in a fast paced environment to deliver outstanding client service. You will also be committed to helping grow the team and work in Birmingham.

Key Responsibilities:

- Provide expert advice to both employers and employees on a range of employment issues commensurate to the level of role.
- Handle TUPE matters, redundancy, and transfers of undertakings.
- Negotiate and draft settlement agreements for both employers and employees.
- Advise on restrictive covenants, breaches of confidentiality, and other workplace disputes.
- Draft and review employment contracts and staff handbooks.
- Perform legal research and analysis to support case preparation.
- Manage Employment Tribunal claims.
- Draft court submissions, correspondence, and other legal documents.
- Engage in negotiations with opposing counsel and parties.
- Collaborate with Partners and colleagues to devise strategies for achieving client goals.
- Contribute to business development efforts and assist with firm growth initiatives
- Help lead, mentor and support junior team members as the team grows.

Requirements:

- A minimum of 5 years' PQE in Employment Law.
- Proven experience handling employment tribunal claims and complex cases.
- Strong communication, negotiation, and client management skills.
- Ability to work collaboratively in a supportive team environment.
- A proactive approach to business development and marketing.
- People management skills.

Salary & Benefits:

- Competitive salary
- 29 days' holiday (plus Christmas shutdown and statutory Bank Hols)
- Private medical insurance and healthcare cash plan scheme
- Employee Assistance programme and wellbeing services – 24/7 helpline facility
- Discounted legal fees for staff and family members
- Death in service provision
- Auto enrolment in our Company Pension
- Annual colleague events

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 HR@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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#lifeatmfg