

Solicitor



We're looking for an experienced civil litigator to join our small (but mighty!) in-house team at Fish Legal. We use the law to fight pollution and other damage or threats to the water environment.

You'll work closely with our Head of Practice to provide a responsive, practical, cost-effective service taking civil action on behalf of angler members regarding damage to fisheries.

This is a **permanent, full time, remote** role that suits a solicitor who'd like to work in an intellectually challenging environment alongside a very passionate and supportive team—although our casework can be demanding, we're flexible and family-friendly.

What you'll be doing

- Provide legal advice and representation to member clubs, riparians, and fishery owners in England, Scotland, Wales, and Northern Ireland
- Conduct litigation, instructing and working with experts and counsel
- Correspond with government agencies and environmental regulators
- Obtain information using Environmental Information and Freedom of Information legislation
- Attend site visits as required
- Take an active role in our internal case management meetings
- Report on your own cases and collaborate on broader Fish Legal litigation
- Work with our external communications team to publicise successful legal actions
- Manage your own legal files with the support of our Legal Administrator
- Comply with all professional regulatory requirements for practising as an in-house solicitor in a membership association

Who you are

- Degree qualified solicitor with 3+ years PQE and a current practicing certificate
- Experienced in representing and advising clients in dispute resolution and litigation, including pre-action and issued claims
- You have a proven ability to build strong, productive internal and external relationships, plus a demonstrable track record of working on successful cases
- You shine autonomously whilst working within a small team and you have a flexible approach—you'll be happy to manage a full and varied caseload and ready to pivot with changing priorities

- Negotiation and advocacy are some of your strengths alongside your excellent analytical and legal research skills—you also have a good understanding of Civil Procedure Rules
- You know your way around platforms such as Microsoft Office 365 and SharePoint, your written and verbal communication is brilliant, and you're committed to providing a high standard of member care
- You're self-assured, confident, capable, and detail-oriented with sound judgement and a proactive attitude—and willing to own your continuous professional development

What will make you stand out

- A passion for healthy waters and fisheries
- Familiarity with relevant environmental legislation and the law relating to sporting rights, an understanding of how the water industry is regulated in the UK, and knowledge of the issues affecting water quality and quantity
- Mediation experience
- Previous experience using cloud-based matter management systems

What's in it for you

- Salary between £38-45k dependent on experience, plus contributory pension
- Fully remote, with space available in our Leominster office
- Flexible working across 35 hours per week
- 25 days holiday (plus public holidays) later rising every year up to 28 days
- Laptop and mobile phone as well as any mileage or expenses

Who we are

Fish Legal is a not-for-profit membership association which promotes and encourages the conservation and sustainable management of UK rivers, lakes, and other freshwater bodies, estuarine and coastal waters, and the role of angling within these.

This is an exciting opportunity for you to join a very experienced team of solicitors who are driven by mission rather than profit—we're an NGO, not a commercial law firm.

Want to join us?

We believe a diversity of backgrounds, experience, and opinions builds the strongest team, so we encourage those from under-represented groups to apply.

Email our HR Manager, Mattelynn Romano, at people@fishlegal.net to apply directly or to arrange an informal chat about the role.

When applying, include your **detailed CV and a covering letter** with a bit more about why you want to work for us and how you might be just what we've been looking for—and if you don't tick every box, we'd still love to hear from you. Please only apply if you have the right to work in the UK.