

**Appointment of**

# **General Counsel**

January 2025

Project code: QBRVA

## Introduction

National Highways (NH) is the government company which plans, designs, builds, operates, and maintains the Strategic Road Network (SRN). The Company has a single shareholder in the Secretary of State for Transport and is a government-owned arm's length body (ALB), established under the Infrastructure Act 2015.

National Highways plays a vital role in managing and improving the strategic road network to make journeys safer, smoother, and more reliable. The strategic road network is the backbone of the country, enabling businesses to transport products and services, providing access to jobs and suppliers, and facilitating trade and investment across the country. Investment in the SRN directly supports at least 65,000 jobs and 5,000 apprenticeships. More widely, companies that rely on the SRN contribute over £400bn in Gross Value Added to the economy.

Beyond that, National Highways is working hard to meet the government's commitment to zero carbon. National Highways also needs to exploit the full potential of the digital revolution, both in delivery of its activities, and in its communications with road users and stakeholders.

## National Highways' three main overarching imperatives are:

- Safety** – everyone who uses and works on National Highways roads should get home safe and well. Fatalities and injuries can only be reduced by planning and designing roads that meet the highest levels of safety.

- Customers** – with more than four million daily journeys, National Highways' roads play a vital part in connecting the nation. National Highways knows the value of customer feedback and works closely with Transport Focus and the National Highways Customer Panel to seek its users' views on a range of fundamental matters including journey time, surface quality, roadworks management, roadside information, and safety.

- Delivery** – it is the job of National Highways to deliver safe and reliable roads. Since 2015 it has invested billions in new routes and extra capacity, such as the A14 in East Anglia and the 'spine' of all lanes running up and down the country.



## Looking ahead

This is an important period for National Highways as they deliver the government's multi-billion-pound strategic roads investment programme, continuing to set highways standards for the UK, and embarking on a digital future, which is also net zero carbon.

National Highways receives funding from DfT in five-year cycles called Road Investment Periods. This enables National Highways to plan for the long term, and provide excellent value for money for its customers, the taxpayer and the country. The Government is currently planning to develop the third Road Investment Strategy (RIS3), which will cover the period from 1 April 2025 to March 2030. RIS3 will build on these successes of the first two road periods (RIS1 and RIS2), adjusting focus where necessary to tackle the next big priorities for improvement and to achieve the long-term strategic vision for the network.

## National Highway's priorities and challenges:

- **Delivering on its targets** – Delivering the second Roads Investment Strategy (RIS) up to 2025 meeting key commitments on safety, meeting the needs of customers, efficiency and more.
- **Delivering schemes** – Continue to deliver the current RIS, including major projects such as the Lower Thames Crossing. Manage tough challenges around Development Consent Orders and to develop RIS3.
- **Safety** – Everyone who uses and works on National Highway roads should get home safe and well. Delivering National Highways zero harm strategy and encouraging a world-class safety culture within the organisation.
- **Environment and sustainability** – Ensuring National Highways can deliver its environmental commitments and shift from mitigating environmental harm to environmental enhancement.
- **Customers** – With more than four million daily journeys, the strategic road network plays a vital part in connecting the nation. National Highways is working to create a more digitally enabled network and better end-to-end service to address shifting customer expectations on areas such technology and environment.



## Job Purpose

To develop and lead the Legal Services Directorate, ensuring that National Highways has the legal advice and services it needs to discharge and deliver its duties and obligations under the Infrastructure Act 2015 and its Licence, while complying with legal obligations and managing risk. To advise the Board and to contribute to the executive leadership of the organisation. The Directorate also manages the Information Rights and Security team.

## Key Accountabilities

1. Contribute to the development and leadership of National Highways as a member of the Executive Team.
2. Keep under review the structure, policies, processes, and capability in the directorate, to ensure they are suited to the provision of efficient and effective legal and information rights support to the organisation.
3. Review and decide the balance between in-house and external legal capacity and capability, and secure external advice and services in a way which optimises value to the organisation.
4. Lead the provision of legal and information rights and security advice, ensuring they are of high quality and meet the needs of the client and the organisation.
5. Provide high level advice personally on legal and information rights and security issues to the Board and the Executive.
6. Represent the organisation externally, including in legal matters in relation to major stakeholders, partners, and suppliers.





## People management responsibilities

- Accountable for the legal function of some 35 lawyers and 16 support staff and for ensuring the supply of reliable and high quality external legal advice and services from firms, where central expenditure of £14 million plus is supplemented by services charged directly to projects.
- Accountable for the Information Rights and Security function of some 14 staff, ensuring reliable and high-quality support in this area.

## Budget management responsibilities

- Responsible for top level legal advice in an organisation with currently in excess of £6.5 billion per annum expenditure, including but not limited to managing legal requirements in relation to land use and development, provision of new and renewed infrastructure, procurement and

contracting, health and safety, and negligence.

## Key contacts/ relationships/stakeholders managed

- CEO and Executive Directors
- National Highways Board members
- Senior Leadership Team
- DfT, Cabinet Office & Treasury representatives, ORR



## Person Specification

### Business Knowledge and Experience

- Significant experience of shaping and leading a major function, and played a leading role in a major function, having operated at a senior management level.

### Functional / Technical Skills

- Professionally qualified lawyer, with substantial post-qualification experience.

### Decision Making

- Within the overall framework of Board authority, the Infrastructure Act, Licence, Framework Document and other constitutional documents underpinning National Highways, determine National Highways' approach to legal and information rights and security matters.

## Values and Behaviours

Embrace the organisation's values and model associated behaviours:

- **Safety:** Keep ourselves and others safe, above all else
- **Passion:** Deliver with energy and pace, care about what we do, continuously improve and innovate, provide great service in everything we do
- **Integrity:** Open, honest and professional, respect and value the contribution others make, do what we say, always do the right thing
- **Teamwork:** Work together effectively to achieve our goals, work efficiently and flexibly, listen to others and communicate clearly
- **Ownership:** Take accountability, learn from failure and celebrate success, agree stretching goals and delivering them, maintain focus on our imperatives



## How to Apply

**Saxton Bampfylde Ltd is acting as an employment agency advisor to the National Highways on this appointment.**

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **QBRVA**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on **Thursday 20 February 2025**.

\*The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

### **GDPR personal data notice**

*According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.*



