

A high-speed train, likely a British Rail Class 350, is shown from a high-angle perspective, traveling along a track. The train is white with a dark blue stripe and has its headlights on. The background is a light blue sky.

HS2

Appointment of

General Counsel

June 2025

Reference: HAUOD

Saxton Bampfylde

Contents

- 3 About HS2
- 4 Purpose and Values
- 5 About the Role
- 6 Key Responsibilities
- 7 Skills, Knowledge and Experience
- 8 How to Apply

About HS2

HS2

HS2 is the UK's flagship high-speed rail project, representing a vital investment in the nation's transport infrastructure. Designed to put passengers first, the line will connect London and Birmingham with faster, more frequent, and more reliable zero-carbon train services, supporting the wider decarbonisation of the rail network.

By introducing a new, dedicated high-speed line, HS2 will free up capacity on the existing rail network. This will allow for more local, regional, and freight services, helping to reduce congestion on our roads by shifting more goods from lorries to rail.

The railway will feature state-of-the-art, sustainable stations at Curzon Street, Interchange, Old Oak Common, and Euston. These hubs will offer easy access to hundreds of destinations and cut travel times between Birmingham and London to just 49 minutes.

Construction is well underway, with over 75% of tunnelling completed, work progressing on more than two-thirds of viaducts, and over half of bridges in development. HS2 is already supporting more than 31,000 jobs and partnering with over 3,400 UK businesses, including more than 2,400 small and medium-sized enterprises.

As the largest infrastructure project in Britain, HS2 includes the creation of 32 miles of tunnels, along with extensive earthworks, bridges, and viaducts. Key contracts for track, signalling, and power systems have also been awarded to ensure HS2's modern trains operate seamlessly.

However, delivering a project of this scale brings significant challenges. We are currently undertaking a reset of the programme to align delivery with realistic expectations and ensure HS2 fulfils its promise of economic growth and improved journeys.

This reset is being led by our new CEO, Mark Wild, who brings deep expertise in major infrastructure recovery. Mark successfully led the turnaround of the Elizabeth line following delays and budget pressures and is now applying that experience to deliver a more robust and achievable plan for HS2.

With fresh leadership, renewed focus, and a critical mission ahead, this is an exciting time to join HS2 and play a part in shaping the future of sustainable transport in Britain.



Our Purpose and Values

OUR PURPOSE

Ultimately, we're all contributing to building a new high-speed railway that will better connect our country. But HS2 is 'more than a railway'. Our strategic goals define why we're here.

- We will be a catalyst for growth and rebalance the UK economy.
- We will deliver value for money to the taxpayer.
- We will create a step change for rail capacity and connectivity.
- We will set new standards for health, safety and security for the construction and operation of the railway.
- We have a responsibility to the environment shown in our net-zero ambitions and in how we'll design, build and operate the railway.
- We will foster skills and create and sustain employment opportunities.
- We will set new standards for customer experience.

WHAT GUIDES US?

To deliver on varied and sometimes conflicting priorities, we need to know what is important, how to make the best use of our time and what should guide our decision making.

- We relentlessly manage costs to budget, focusing on value for money.
- 'Time is money' – we take timely, smart, and well-communicated decisions, acting efficiently to always maintain our schedule.
- We need to build trust and credibility through the impact our work has on the environment, people and places. We are sensitive to our communities and how we are perceived.
- We act together as a 'team of teams' to achieve success; putting good communications, teamwork and looking out for one another in everything we do.

OUR VALUES

The HS2 programme's duration, geography and range of outcomes needs a diverse workforce. How we apply our company values is critical to a healthy and sustainable organisation and culture, making us stand out from other places of work.

- Safety – we put health, safety and wellbeing at the heart of our decisions and actions.
- Respect – we take the time and effort to consider, listen and understand each other.
- Integrity – we do the right thing, consistently and regardless of other pressures, being transparent and building trust in one another.
- Leadership – we all maintain a focus on our mission, with honesty and courage, setting an example for others.

About The Role

Reports to: Chief Financial Officer

Directorate: CFO Directorate

Location: Birmingham, Snow Hill or London, Podium

The General Counsel at HS2 Ltd serves as the organisation's most senior legal advisor, providing strategic leadership and oversight of all legal activities across one of the most complex and high-profile infrastructure projects in Europe. With responsibility for leading a team of c.30, the General Counsel ensures the timely, cost-effective, and high-quality delivery of legal and corporate governance services that are integral to the successful delivery of the High Speed Two (HS2) programme—a very complex engineering megaproject that spans multiple phases, regions, and decades.

This role is central to safeguarding the legal integrity and operational compliance of HS2 Ltd as it navigates a dynamic legal landscape involving large-scale property acquisition, planning and consents, undertakings and assurances to third parties, procurement, environmental and regulatory compliance, construction, corporate governance, and public law. The General Counsel provides expert legal advice to the CEO, Executive Committee, and Board, enabling sound decision-making and effective risk management across all aspects of the programme.

As a key member of the Senior Leadership Team, the General Counsel plays a vital role in shaping the strategic direction of the organisation, ensuring that legal considerations are embedded into major decisions and programme milestones. The role also includes oversight of external legal spend and management of a substantial annual budget of c.£9m, ensuring value for money and optimal use of internal and external legal resources.

The Legal and Company Secretariat team sits within the Chief Financial Officer's Directorate.

DIRECT REPORTS

- Deputy General Counsel
- Head Counsel – Commercial
- Head Counsel – Land & Property
- Paralegal/Legal & CoSec Operations Manager
- Company Secretary

KEY CONTACTS

- Board
- CEO Office / Executive team
- Deputy CFO
- HR Director/ Head of Employee Relations
- Procurement & Supply Chain Director
- Delivery Directors
- External Law Firms & Counsel



Key Responsibilities

Board and Governance Engagement

- Serve as an advisor at the HS2 Ltd Board and a key contributor to these sub-committees: the Commercial & Investment Committee and the Audit and Risk Assurance Committee; member of Commercial Investment Panel (commercial sub-committee of the HS2 Executive); advisor at Change Panel and Chair of the Conflicts of Interest Panel.

Leadership and Strategic Input

- Act as a core member of the CFO Senior Leadership Team and wider HS2 Senior Leadership Team, contributing to the strategic direction, risk oversight, and operational governance of the company.
- Provide legal leadership across the Executive Committee and ensure legal alignment with the organisation's broader objectives on delivery, compliance, and stakeholder confidence.

Comprehensive Legal Oversight for a National Megaproject

- Take end-to-end responsibility for the provision and coordination of all legal services required to support the successful development and delivery of the HS2 project.
- This covers a broad range of public and private law matters including the HS2 legislation, commercial contracts, construction, procurement, land and property, planning, health and safety, rail regulation and the critical governance and funding arrangements between HS2 Ltd and the Department for Transport (DfT) / Secretary of State for Transport (SoS).
- Responsible for strategic input into HS2 Limited's litigation strategy in respect of disputes.

Legal and Company Secretary Team Leadership

- Lead, manage, and develop a high-performing internal legal team of 20+ qualified professionals and support staff. Provide strategic direction, promote professional excellence, and ensure the legal team is aligned to business needs, programme timelines, and risk thresholds.
- Responsible for the leadership of the Company Secretariat function (c.6 qualified professionals and support staff) and ensuring Governance Policy is fit for purpose and in line with DfT Framework Document.

External Legal Panel and Budget Responsibility

- Accountable for the selection, engagement, and performance management of external legal advisers, ensuring high-quality legal services are delivered on time and within budget.
- Ensure that the use of external law firms and counsel delivers value for money, supports internal capability, and aligns with HS2 Ltd's commercial strategy. Oversee a significant annual external legal budget in the range of £4–6 million.

Equality, Diversity, and Inclusion (EDI)

- Champion HS2 Ltd's commitment to Equality, Diversity and Inclusion by embedding EDI principles into all aspects of legal work and leadership.
- Actively support and comply with all relevant policies, initiatives, and procedures, and contribute to a culture that reflects HS2's values and inclusive ambitions.

Skills:

- Strong communication skills (written and verbal): Proven ability to produce clear, concise legal documents and briefings, and to build and maintain effective relationships with a wide range of stakeholders.
- Sound commercial judgement: Ability to assess legal, programme and financial risks and factor them into decision-making processes.
- Analytical ability: Skilled at interpreting complex legal advice and presenting it in a clear, accessible format to support timely and informed decision-making by senior management.
- Leadership and team management: Demonstratable capability in leading and managing large legal teams, either within an in-house setting or a private practice environment.
- Supplier and external counsel management: Able to oversee the performance of external legal advisers, ensuring high-quality service delivery and value for money.

Knowledge:

- Qualified solicitor with substantial post-qualification track record in a broad range of public and private law matters.
- Knowledge gained in-house or in private practice understanding of dealing with government departments, utilities and/or transport undertakers.

Type of experience:

- Experience gained either in-house or in private practice dealing with Government Departments, Executive Agencies and/or statutory regulators.
- Experience of contract/commercial law, including UK based high value construction or infrastructure projects.
- Experienced lawyer in the some of the following legal

disciplines: procurement, environmental, public law, real estate, planning, EU, regulatory and Freedom of Information.

- Experience of managing budgets – including both team costs and a £5m+/year external legal budget.

Leadership Competencies

- Inspirational Leadership: Demonstrating leadership flexibility, motivating and inspiring people from diverse functions and cultures.
- Execution: Stretching the performance of people with a wide range of skills and capabilities.
- Influence: Cross-matrix influencing, using a range of interpersonal approaches to persuade people with differing perspectives and interests.
- Collaboration: Collaborating across boundaries, to establish reciprocal relationships and alliances across the organisation.
- Direction: Co-ordinating cross business teams, creating a shared sense of purpose and keeping diverse teams focused on the same HS2 goals.
- Business Judgement: Ensuring value for money, making judgements on what will ensure commercial viability, appropriately balancing risk and return.
- Innovation: Inspiring differentiation, innovating and encouraging early adoption of new ideas and 'pushing the boundaries'
- Growing Talent: Fast-tracking talent, taking risks with growth opportunities for high potential performers to 'raise their game.'

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to HS2 Ltd on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **HAUOD**.

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 **Friday 11th July**.

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.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

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.





HS2

Saxton Bampfylde

[Saxbam .com](http://Saxbam.com)

Partners in **Panorama** – Search around the world
panoramasearch.com