

SUPERDRY®

FUTURE · CRAFT · CULTURE

SENIOR LEGAL COUNSEL

WHO WE ARE

Superdry is a British, founder-led brand with a truly global presence. We've been proudly creating world-class product for two decades, offering genuine choice to our customers with our curated collections.

Our mission is to be the No. 1 premium sustainable style destination, delivering product that is authentic with unmatched quality and true integrity, much like our people.

We are on an ambitious journey to serve our diverse community through a premium brand that's focused on the future, prioritises sustainability, leads with craft, and celebrates culture. We need talented people to join us on the adventure, is this you?

THE ROLE

This role offers a senior-level opportunity for a qualified solicitor to provide strategic legal guidance and support Superdry's global operations. You will be a key partner to various business functions, ensuring legal compliance and driving commercially-minded solutions across areas like IT, marketing, and franchising.

YOU WILL

- Advise on the negotiation and commercial implementation of a varied range of commercial contracts covering every aspect of Superdry's global operations from IT, compliance, supply and sustainability to marketing, real estate, digital, wholesale, licensing and franchise.
- Support the Head of IP and Brand Protection and the Head of Legal (Commercial) on litigation matters.
- Provide highly commercial and practical advice on the laws and regulations which sit at the heart of a multi-channel global brand, such as product compliance and marketing compliance.
- Be a senior member of the wider Commercial Legal team which covers every aspect of Superdry's global operations from sourcing, compliance, supply and sustainability to marketing, real estate, wholesale, licensing and franchise
- Be a Legal Business Partner to Superdry's functions across the business.
- Develop and maintain close working relationships across the business and take time to understand Superdry's strategy and commercial goals.
- Proactively drive continuous improvement in the wider legal team including the use of technology and other solutions to drive process improvements and manage risk.
- Think laterally and drive practical and innovative commercial solutions to problems.
- Manage the effective instruction of external counsel and other service providers.

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- A solicitor qualified to practice in England and Wales with experience in some or all of IP/Commercial/Tech/Commercial Litigation. As a guide, we are looking for someone with at least 5 years of post-qualification experience although all exceptional candidates will be considered.
- Commercially-minded, with an understanding of business operations, commerce and finance.
- Technically capable with knowledge of the laws, regulations and processes which govern the key operative aspects of retail and consumer-led businesses.
- Experienced in working in a relevant in-house environment whether through secondment or through a previous in-house role.
- Meticulous and take personal pride in your work, instilling this approach throughout the team.
- A strong communicator able to present confidently to senior level decision makers.
- A highly organised, diligent person with exceptional attention to detail.
- A team player able to work effectively and collaboratively with the whole team.
- Not afraid to take decisions and are solutions driven – you get things done.
- Passionate, driven, high energy, resilient, and have an approach that embraces change, and an unflappable nature that helps you stay calm and functioning in challenging times.
- Depending on the candidate there is an opportunity to be a Legal Business Partner to Superdry's tech-focussed and IP functions across Brand Creative, Design, Digital, Ecommerce, Data, Marketing, Logistics and Core IT around the world.

WORKING FOR SUPERDRY HAS NEVER BEEN SO REWARDING...

- 25 days annual leave, plus bank holidays, and an additional day off to celebrate your Birthday. We also offer a holiday buying scheme.
- Family is massively important to us, so we have a broad range of family-friendly working policies in place, including enhanced maternity, paternity, and adoption leave.
- Company Pension scheme.
- All employees are covered by our Life Assurance policy whilst working at Superdry. We feel it's important to offer protection for your family and loved ones in such a situation and to support this we offer life assurance cover which pays a lump sum equivalent either twice or four times your annual salary.
- A big staff discount – naturally. Because we know that you love to wear Superdry, you'll benefit from a 50% discount in store and online and our Head Office is home to our very own store for staff only where you can treat yourself to heavily discounted sample stock.
- A health cash plan is open to all employees.
- Private Medical cover - a taxable benefit, which managers are eligible to opt in to.
- Flexible working - to help you achieve that all-important work-life balance.
- We want you to share in our success and so we have a choice of Share Save schemes you can opt into.
- A global employee assistance plan in place that you can access anytime you want - it's free and confidential.
- You'll also have access to a Cycle To Work Scheme and an excellent Car contract hire/purchase scheme along with a massive range of local discounts with businesses across Gloucestershire.



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At Superdry, everyone has a voice and we want to hear it. We create environments where individuality can flourish and is celebrated as part of who we are as a brand. We're incredibly proud that over 90% of our people feel strongly that they can be themselves at work.

We want to meet people with varied backgrounds because we understand that diversity of thought encourages new ideas to thrive, fuelling creativity and enabling us to do better work. We want to build a team which represents a variety of backgrounds, styles, perspectives, and skills; we hire people based on their merit and potential.

We also welcome conversations about flexible working for all roles at Superdry and will always accommodate it where possible.

Please also have a look at our [career website](#). Here you can find information about the Growing Futures Programme, a scheme that supports applicants from ethnic minority backgrounds to apply for roles at our HO in Cheltenham.