

GET READY FOR EVERYTHING.

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PARALEGAL - CHELTENHAM

WHO WE ARE

Superdry have been making world class product for 20 years, and we're proud of it. Our mission is to inspire and engage the contemporary style obsessed consumer, whilst leaving a positive environmental legacy. Together, we have built a brand that has cut through the global apparel market at record speed, taking market share from brands that have existed for decades.

We are now on an exciting journey to reset our brand and return to our design-led roots and we are looking for talented people to join us on our journey.

THE ROLE

A fantastic opportunity has arisen for a Paralegal to join Superdry's highly-regarded in-house legal team. The legal team at Superdry plays a pivotal role in empowering and supporting every aspect of the business to fulfil its potential and enable the business to progress and grow. The team works in close, trusted partnership with a number of key business decision-makers. This role will have its main focus on business partnering with the Property and Retail teams.

Working as an integral part of the team, we are looking for a practical, forward-thinking commercial person to support our exciting global brand as it enters the next phase of its development. Fundamental to the role will be an ability to solve practical problems and to build and maintain strong relationships with a number of key partners and stakeholders on the operational sides of our business.

YOU WILL

- Report in to a Senior Legal Counsel in Superdry's Commercial Legal team and provide a wide range of services across multiple jurisdictions to some of our key business stakeholders. Your focus will be on Commercial Property legal matters but you will have the opportunity to support the Retail and Ecommerce team more generally.
- Work as a key point of contact both within the team and alongside our external advisors to prepare, draft, organise and manage a wide variety of legal documents including leases, licences, deeds of variation, termination agreements etc and respond to ad hoc queries.
- Support in the management of Superdry's regulatory compliance.
- Support on the overall operational aspects of the legal team including workflows and the implementation of new legal tech and automation – including the management of Superdry's new

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“Legal Hub”.

- From time to time, support in the management of our franchise relationships.
- Attend internal and external team and progress update meetings.
- Contribute to continuous improvement of the teams including organising internal and external training.

YOU ARE

- Likely a law graduate or someone with a grounding in the legal profession with experience of working in a similar property focussed role either in-house or in private practice.
- Someone with excellent attention to detail and the ability to draft and navigate simple or standardized legal documents.
- Able to demonstrate excellent oral and written communication skills, and be someone who is able to engage and influence key stakeholders.
- Highly organized with experience of managing contracts and associated processes.
- Commercially minded, enjoy variety, have the ability to prioritise and successfully manage multiple deals at the same time.
- Able to demonstrate a client-orientated approach, both internally and externally; the ability to think laterally and to develop ideas in relation to business opportunities and training.
- Resourceful and driven to continually develop knowledge and skills in a challenging, evolving and supportive environment.
- Flexible and pragmatic with a focus on solving problems and delivering solutions.
- Someone who embraces technology and new ways of thinking and working.

WORKING FOR SUPERDRY HAS NEVER BEEN SO REWARDING.....

- 25 days annual leave, plus bank holidays and an additional day off to celebrate your Birthday
- 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. Whilst none of us like to think too much about what would happen if we were to die, 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

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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

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 when they are at work. We obviously feel their voices speak volumes.

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.