



JOB DESCRIPTION | FISH LEGAL – SOLICITOR

SOLICITOR

Fight for Britain's Waters. Make a Real Difference.

- SALARY:** £31,000 - £38,000 (PRO-RATA) DEPENDANT ON EXPERIENCE PLUS CONTRIBUTORY PENSION
- HOURS:** FULL TIME 35 HOURS PER WEEK (REDUCED HOURS REMAIN AN OPTION FOR THE SUCCESSFUL APPOINTEE)
- TERM:** PERMANENT
- LOCATION:** 100% REMOTE – WORK FROM ANYWHERE IN THE UK
- REPORTS TO:** HEAD OF LEGAL SERVICES

Who We Are

Fish Legal is a not-for-profit membership association on a mission: to protect and restore Britain's rivers, lakes, estuaries, and coastal waters. We're the legal warriors standing between polluters and the precious water environments that define our landscape.

We use the law as our weapon against pollution, environmental damage, and threats to aquatic ecosystems. Every case we win is a victory for nature, for anglers, and for future generations.

Our Track Record

We don't just talk about protecting the environment – we deliver results at the highest levels:

- Judicial victories upholding water quality standards
- Groundbreaking cases that have shaped environmental law in the UK
- Successfully held major polluters accountable for environmental damage
- Influenced regulatory changes to strengthen protection for aquatic ecosystems
- Set legal precedents that protect rivers and coastal waters nationwide

Our cases don't just win – they make history. When you join Fish Legal, your work could be argued before the nation's highest courts, setting precedents that protect Britain's waters for generations to come.



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The Opportunity

We're seeking a qualified Solicitor (0–4 years PQE) with a passion for environmental protection and a hunger to make a tangible impact. This isn't your typical desk job – you'll be on the frontlines of environmental litigation, representing members whose fisheries and livelihoods are under threat.

What Makes This Role Special?

- **Real impact:** Your work directly protects rivers, lakes, and coastal waters
- **Strategic influence:** Shape environmental policy and fisheries regulation alongside frontline casework
- **Intellectual challenge:** Complex civil litigation requiring creativity and strategic thinking
- **Meaningful work:** Every case you handle protects ecosystems and supports local communities
- **Career development:** Direct collaboration with senior leadership on organisational strategy
- **Work-life balance:** Flexible, remote working with a supportive team culture

What You'll Do

As a Solicitor at Fish Legal, you'll wear multiple hats – part litigator, part strategist, part environmental champion:

- Lead civil litigation cases defending members' fisheries from pollution and environmental damage
- Deliver responsive, cost-effective legal services to members across the UK
- Collaborate with the Head of Policy and Strategy to develop forward-thinking environmental policies
- Identify opportunities to influence fisheries and environmental regulation
- Contribute to strategic planning and help shape the organisation's future direction
- Engage in high-level discussions about organisational priorities and impact
- Build relationships with members, stakeholders, and environmental partners

What We're Looking For

Essential:

- Qualified Solicitor with 0–4 years PQE
- Proven experience in civil litigation (essential)
- Strong commitment to environmental protection and sustainability
- Excellent team player with collaborative mindset
- Cost-conscious approach to legal work
- Proactive, responsive communication style

Desirable:

- Passion for environmental or fisheries law
- Strategic thinking and ability to see the bigger picture
- Experience in policy development or regulatory affairs
- Understanding of water quality issues and environmental regulation
- Interest in the outdoors, fishing, or conservation



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Why Join Fish Legal?

- **Purpose-driven work:** Every day, you're fighting for cleaner waters and healthier ecosystems
- **Intellectual stimulation:** Complex, challenging cases that require creative legal thinking
- **Strategic influence:** Shape policy and organisational direction, not just execute tasks
- **Supportive environment:** Collaborative team culture with experienced leadership
- **Work-life balance:** 100% remote, flexible hours, generous holiday allowance
- **Diversity & inclusion:** Committed to equity across our organisation and membership
- **Professional development:** Direct exposure to policy work and strategic planning

What We Offer

- **Competitive salary:** £31,000–£38,000 (pro-rata) based on experience, plus contributory pension
- **Generous leave:** 25 days plus public holidays (pro-rata), increasing by 1 day per year after 3 years (up to 28 days).
- **Equipment provided:** Laptop and mobile phone
- **Expenses covered:** Mileage and out-of-pocket expenses reimbursed monthly
- **Flexible working:** Remote-first culture with flexible hours to support work-life balance
- **Part-time options:** Open to discussing reduced hours for the right candidate

Our Commitment to Diversity

Fish Legal is committed to building a diverse, inclusive team that reflects the communities we serve. We particularly welcome applications from women and people who identify as Black, Asian, or from a Minority Ethnic background, who are currently under-represented within our organisation. We offer family-friendly, flexible working arrangements for all.

How to Apply

Ready to make a difference? We want to hear from you.

- **Closing date:** 13 March 2026
- **Interviews:** Week commencing 16 March 2026 (we may move faster for exceptional candidates)

To apply, send the following to:

Paul Gant, Head of Finance, IT & HR - people@fishlegal.net

Your application should include:

- Detailed CV highlighting relevant experience
- Cover letter explaining why you're passionate about this role and how you'll make an impact

Questions?

Contact Haseeb Ilyas, Head of Legal Services - haseeb.ilyas@fishlegal.net

Learn more:

- www.fishlegal.net