

# HEAD OF LITIGATION

## JOB DESCRIPTION

Frank Law is a second-generation corporate and commercial law firm with a proud history of serving family-owned and founder-led businesses. We've evolved into an exclusive B2B firm, specialising in Corporate Advisory, Restructuring & Insolvency, and Litigation & Dispute Resolution. We don't just do legal work; we partner with businesses to solve complex challenges with clarity, confidence, and results. We help SMEs grow by offering practical, value aligned legal advice that cuts through complexity and keeps business moving.

### **THE "BUSINESS WITHIN A BUSINESS" MANDATE**

This role is not just a job; it is a mandate to run and grow your own team within the established, supportive, and reputable framework of Frank Law. Reporting directly to the Managing Director, you will play a pivotal, entrepreneurial leadership role in the firm's litigation practice. This is a unique opportunity to lead complex matters, mentor junior talent, and directly influence the strategic growth and profitability of your practice area, with the potential to transition into a partnership role.

### **KEY RESPONSIBILITIES: YOUR GROWTH & LEADERSHIP PILLARS**

- Lead Your Practice: Assume ultimate responsibility for the direction, performance, and strategic vision of the Commercial Litigation group.
- Matter Ownership: Lead and manage complex commercial litigation matters from inception to resolution, functioning as the primary strategic advisor.
- Practice Development: Proactively build and manage your client base, leveraging our client base while cultivating new relationships and referral networks. Your success in business development directly translates to your bonus structure.
- Strategic Collaboration: Collaborate deeply with the Corporate Advisory and Commercial teams to secure and manage high-value, cross-practice mandates.
- Talent Cultivation: Supervise, mentor, and empower junior lawyers, building the next generation of litigators within your practice.
- Thought Leadership: Drive visibility and credibility through articles, presentations, and seminars, positioning yourself as a leading authority in your specialisation.
- Operational Excellence: Oversee practice management, ensuring efficient matter administration and achieving individual and team financial goals—targets that directly unlock your earnings potential.

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### **SKILLS AND ATTRIBUTES NEEDED: THE ENTREPRENEURIAL MINDSET**

- Minimum 7+ years post-admission experience in commercial litigation.
- Proven ability to manage complex matters independently and a demonstrated capability to lead, motivate, and mentor a team.
- Exceptional advocacy, negotiation skills, and a track record of driving successful client outcomes.
- High Commercial Acumen: The ability to see beyond the legal issue to the commercial implications and strategic business opportunity.
- A proven track record or clear aptitude for business development, team building, and revenue generation will be highly regarded.

### **WHAT'S ON OFFER: UNCAPPED POTENTIAL & SUPPORT**

This is where your entrepreneurial drive is truly rewarded.

- Financial Autonomy: A competitive base salary, complemented by an unlimited, performance-based bonus structure directly tied to the profitability and growth of the team. Your earning potential is genuinely uncapped.
- Business Ownership: Full autonomy to shape the operational and strategic direction of the litigation group at Frank Law.
- Partnership Pathway: A clear, accelerated pathway to Principal/Equity Partner based on your sustained performance and practice contribution.
- Operational Leverage: Benefit from the established reputation, administrative support, and cross-referral network of a successful B2B law firm, allowing you to focus on high-value law and client acquisition.
- Work-Life Integration: Flexible working arrangements to support a sustainable, high-performance career.
- Culture: A supportive, inclusive, and innovative firm culture that values creativity, thought leadership, and entrepreneurial spirit.

### **HOW TO APPLY:**

We are looking for a business leader with exceptional legal skills. Please apply via LinkedIn, or you can email our Director of Operations, [sarahlow@franklaw.com.au](mailto:sarahlow@franklaw.com.au), and include:

- A cover letter outlining your suitability, specifically addressing your vision for growing a litigation practice.
- A 1-page resume of your experience.