

Lee James McCann

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Personal Summary

A proactive, entrepreneurial and experienced Solicitor and operational lead with varied legal and project management experience. Highly commercially aware, self-motivated and committed team player with a proven track record in strategic leadership roles. Able to effectively utilise a broad range of skills to work accurately and quickly under pressure whilst dealing confidently with changing and conflicting priorities.

Current Role

Associate Solicitor & Senior Legal Operations Lead
FDM Solicitors

Jan 2022 – Present
Manchester, UK

- Liaise with Owner / Board of Directors to establish short and long-term goals of the business
- Prepare budgets, forecasts and operational strategies to achieve desired outcomes
- Work with existing legal departments to increase efficiency and add value to clients
- Influence the company re-branding and implement technological solutions to existing challenges
- Lead structural and cultural changes across the firm in line with the new brand and vision
- Conceptualise, plan and execute the introduction of new services into the business
- Collaborate with all internal and external stakeholders to facilitate controlled rapid growth
- Negotiate commercial terms with existing and new external 3rd party professionals
- Design, develop and maintain case management functions/workflows/reporting
- Recruit and train team members, delivering CPD sessions when appropriate
- Lead a team of Operations Managers, Marketing Executives, IT Developers and Fee Earners
- Manage team workloads, providing legal and operational advice/guidance to team members
- Draft resource plans with associated deliverable outcomes and deadlines
- Define, lead and mentor a Quality Management approach across the company
- Provide all necessary reports and set goals to promote individual and company growth
- Analyse data to anticipate and forecast trends in both the company and marketplace
- Work flexibly across projects in response to changes in progress, strategic objectives, financial constraints, timelines and changing organisational circumstances
- Setup a thriving department with an accumulated WIP in excess of £2m+ in last year

Previous Roles

Owner / Managing Director
Rowan Rose Solicitors

Sept 2016 – Dec 2022
Manchester, UK

- Compliance Officer for Legal Practice and Financial Administration (COLP/COFA)
- Established company policies and managed the day-to-day operations of all departments
- Developed and maintained internal controls to support effective and efficient operations management and to ensure compliance with applicable regulations and legislation
- Researched new business opportunities and project managed initial adoption into the firm
- Networked to generate new leads and negotiated commercial terms with all suppliers
- Identified and implemented innovative process and system changes to improve efficiency
- Produced and analysed MI to inform process effectiveness and to aid decision making
- Introduced and tracked strategic and individual objectives in line with the firm's business plan
- Coordinated budgets, schedules, KPI's and other operational reports as required
- Defined workable strategies to maximise revenue, increase efficiency and reduce costs
- Conducted training and internal CPD events on legal/regulatory/compliance requirements
- Began a staged exit from the firm in January 2022, incorporating the LLP in July 2022 and eventually completing on the sale of the business in December 2022

Owner / Managing Director*MNM Fylde Properties Ltd / Fylde Homes Ltd / LM Property Services Ltd***May 2017 – Dec 2021***Blackpool, UK*

- Collaborated with investors before managing and leading on all aspects of the negotiation, acquisition, design, development, and maintenance of multiple residential projects
- Prepared, reviewed, and approved all work schedules and risk assessments to ensure a high standard of work and compliance with relevant Health and Safety, Hygiene, and Fire regulations
- Managed all hard and soft FM services via in-house and external team of contractors who I monitored with regular site visits to ensure projects were delivered on time and on budget

In-House Solicitor / Head of Legal Operations*Consumer Reclaim Ltd t/a Queensbeck,***April 2016 – Sept 2016***Manchester, UK*

- Liaised directly with Directors, managed the Legal department and other multi-disciplinary teams
- Advised on a wide variety of legal issues, including HR, finance, employment matters, contracts
- Developed operational and legal strategy for the processing of circa 10,000 claims
- Implemented technology-based solutions to improve overall productivity and efficiency
- Designed, developed and maintained case management functions/workflows/reporting
- Responsible for recruitment and day to day management of employees, including monthly 121's

Trainee Solicitor*Antony Hodari Legal Services***Sept 2014 - March 2016***Manchester, UK*

- Completed seats in Reparations, Financial Mis-selling, Personal Injury and Compliance
- Managed teams of paralegals and led operational redesign across the departments

Legal Operations Manager*Antony Hodari Legal Services t/a Tandem Law***July 2013 - Aug 2014***Manchester, UK & Nairobi, Kenya*

- Managed 40 UK based and 75 Kenya based Fee Earners in the processing of 40,000 GLO claims
- Worked at Board level alongside Counsel to develop the legal and operational strategy
- Attended field trips and delivered press conferences/public addresses in Kenya and the UK

Paralegal Team Manager*Tandem Law***May 2012 - June 2013***Preston, UK***Paralegal Team Leader***Tandem Law***Jan 2012 - April 2012***Preston, UK***Other Self-Employment***Taxi Driver**Oct 2008 - Jan 2012**Property Developer**Oct 2009 - Nov 2011***Education****University of Central Lancashire***Legal Practice Course**LLB (Hons) Law**Oct 2008 - June 2009**Sept 2005 – June 2008***Pendleton College***A-Level's: Law, Business Studies and Sports Science**Sept 2001 – June 2003***Other Interests and Positions of Responsibility**

- FA Qualified Licensed Football Coach and Scout
- Grassroots football volunteer and Manager of an Under 14's team

References available upon request