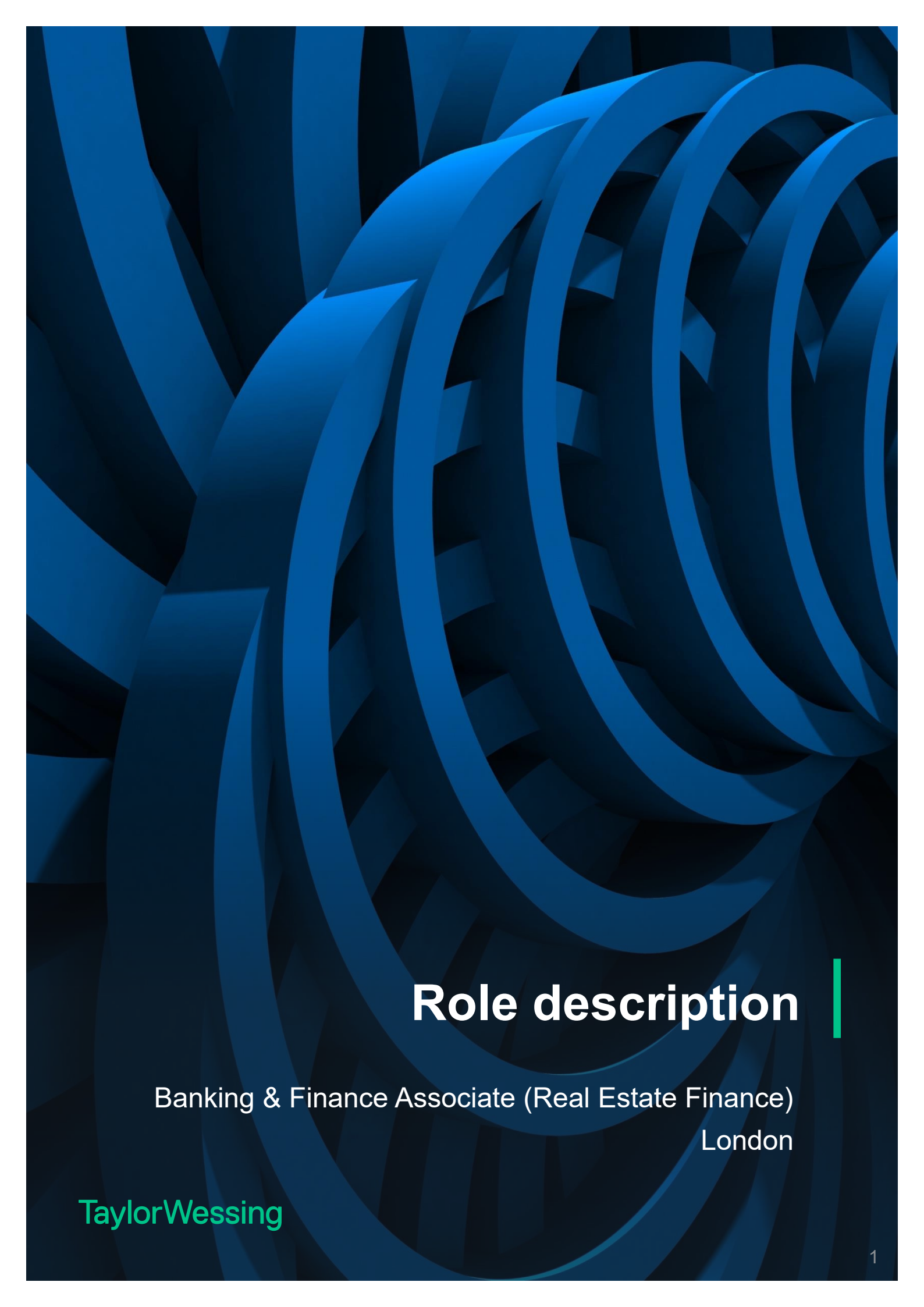




Role description

Banking & Finance Associate (Real Estate Finance)
London

The opportunity for you

Executive summary

We are looking for a talented Associate (1+ PQE) to join our Real Estate Finance team within the Banking & Finance group. This role will focus on lender-led transactions across multiple asset classes and jurisdictions, acting for a mix of bank and non-bank lenders.

Key responsibilities

- Drafting and negotiating complex facility agreements, security documents, and intercreditor agreements for real estate finance transactions.
- Managing conditions precedent and closing processes, coordinating with trainees and paralegals.
- Acting for banks, debt funds, alternative lenders, and institutional investors on highly structured deals.
- Supporting business development initiatives and building strong client relationships.
- Collaborating with partners and associates to improve team efficiencies and working arrangements.

Knowledge, skills & experience

- UK-qualified solicitor with 1–3 years' PQE and experience in real estate finance.
- Strong technical ability and commercial acumen.
- Proven drafting and negotiation skills for REF transactions.
- Ability to manage client files and maintain high levels of client contact.
- Entrepreneurial attitude and interest in business development.

Job title

Banking & Finance Associate

Recruiting manager

Heather Buttle and Edward Manser

Department

Banking & Finance

Working hours

Monday to Friday (09:30 – 17:30)

Working at least 3 days a week from our offices.

Location

London

Perm/FTC

Permanent

Salary

Competitive

Working pattern

We are committed to finding the right person for this role and are open to discussing flexible working patterns.

The Team



Heather Buttle

Partner, London

[Click to view full CV](#)

Heather is head of our Banking & Finance Team in the UK. Heather guides her clients through real estate financings across multiple asset classes and jurisdictions. She's particularly involved in development transactions including in the areas of care home and senior living, student accommodation and the professional rented sector (PRS). She also has particular experience dealing with transactions in Ireland.

Heather provides commercial and practical advice on a wide range of real estate investment and development financings. She acts for banks, insurance companies, mezzanine lenders, developers and property companies.

Heather has advised on transactions in many jurisdictions, including the UK, Ireland, the Netherlands, Russia, Poland, France, Germany, Spain, Italy, Austria, and Belgium.



Martin Yells

Partner, London

[Click to view full CV](#)

Martin is a senior partner in our Banking & Finance Team in the UK. He is recognised as a leading individual in Chambers, specialising in acquisition, general corporate and real estate finance.

Martin advises sponsor backed borrowers, corporate groups and lenders in the UK and Europe on complex secured and unsecured debt financings.

Based on over 20 years of experience, he provides practical advice on a wide range of banking and finance matters, with clients relying on him to bring all parties to a consensus quickly and efficiently.

Martin also has a particular focus on debt funding for private equity sponsor backed borrowers and asset backed financings.

The Team



Matt Williams

Partner, London

[Click to view full CV](#)

Matt is a Partner in the Banking and Finance team in London. Matt specialises in loan trading and distribution, portfolio sales (both performing and non-performing), balance sheet transactions for financial institutions as well as buy-side participants and loan servicers in the secondary loan market and other types of credit M&A transactions.

Prior to his role at Taylor Wessing, Matt was a corporate banker at a UK bank and was responsible for the design and execution of balance sheet deleveraging activities and regulatory capital solutions, and latterly the commercial lead for loan distribution.

Matt has acted on some of Europe's largest NPE/NPL transactions (buy and sell side) in both a commercial and legal capacity to an aggregate gross book value in excess of £50 billion. These transactions include the strategic withdrawal by a UK bank from Ireland, Portugal and Spain and the first ever Cypriot NPE loan portfolio sale.



Edward Manser

Partner, London

[Click to view full CV](#)

Ed specialises in real estate finance in the UK and Europe. His practice includes advising on highly structured, cross-border corporate real estate transactions and has significant experience in investment and development financings for all asset classes, including operational assets, logistics and build to rent.

He acts for borrowers and all types of lenders and has extensive expertise acting for the alternative lender set including, debt funds, overseas banks and insurer lenders.

About us

Taylor Wessing is a global law firm that serves the world's most innovative people and businesses.

Deeply embedded within our sectors, we work closely together with our clients to crack complex problems, enabling ideas and aspirations to thrive. Together we challenge expectation and create extraordinary results. By shaping the conversation in our sectors, we enable our clients to unlock growth, protect innovation and accelerate ambition.

Our UK sector focus



Technology, Media
& Communications



Private Wealth



Real Estate,
Infrastructure & Energy



Life Sciences
& Healthcare

Our areas of expertise

- Banking & Finance
- Brands & Advertising
- Commercial & Consumer Contracts
- Competition, EU & Trade
- Copyright & Media Law
- Corporate Crime & Compliance
- Corporate/M&A & Capital Markets
- Data Protection & Cyber
- Disputes & Investigations
- Employment, Pensions & Mobility
- Environmental, Planning & Regulatory
- Financial Services Regulation
- Information Technology
- Patents & Innovation
- Private Client
- Private Equity
- Projects, Energy & Infrastructure
- Real Estate & Construction
- Restructuring & Insolvency
- Tax
- Venture Capital

Challenge expectation, together

With our team based across Europe, the Middle East, US and Asia, we work with clients wherever they want to do business. We blend the best of local commercial, industry and cultural knowledge with international experience to provide proactive, integrated solutions across the full range of service areas.

1250+ lawyers | **350+ partners** | **27 offices** | **17 jurisdictions**

About us

The way we work

At Taylor Wessing, we never settle for average. We're creative thinkers, problem solvers and continuous learners who excel at what we do and believe our best work is still ahead of us. We are a firm that's large enough for you to achieve your ambitions, but connected enough to be a true community.

You are joining an inclusive culture that allows you to be yourself and balance your work and home commitments. You'll gain access to high-end technology, agile processes and the trust to deliver your best work in a flexible way whilst spending the balance of your time with colleagues in our offices.

Employee development and career progression

We are committed to fostering an environment of continuous professional growth. Our dedicated approach to employee development ensures that each member of the firm receives the support and resources necessary to achieve their career aspirations. In line with this commitment, we have tailored development plans that align with both individual goals and our firm's strategic vision.

For a detailed look at these development opportunities and how they can support your career progression, please refer to our [Always Learning Brochure](#). This document will provide an in-depth view of our commitment to skill development and show you the support network available as you advance within Taylor Wessing.

About us

Investing in you | Tailored benefits

Your wellbeing is always our priority and we are proud to offer bold and progressive ways of working alongside an excellent range of benefits and perks designed to support you and your family.

Key benefits

- 25 days' annual leave
- Life assurance
- Group personal pension – salary sacrifice
- Income protection
- In-house and digital GP services

Health and wellness benefits

- Annual wellbeing allowance
- Private medical insurance (individual)
- Health assessments
- Dental insurance
- Critical illness insurance
- Flu vaccinations
- Eye tests
- Employee assistance programme
- GymFlex
- Counselling sessions

Lifestyle benefits

- Enhanced family leave – after one year qualifying service, you are entitled to up to 26 weeks leave full pay if you or your partner give birth or adopt a child
- Salary sacrifice electric car scheme (UK staff only)
- Cycle to work scheme
- Payroll giving
- Technology loan
- Health cash plan
- National Art Pass
- Financial wellbeing support
- Interest free season ticket loan
- Cloud Nine – our subsidised restaurant and coffee bar (London only)

Taylor Wessing in London



Located in central London, our office is a stone's throw from some of the UK's biggest names in technology, fashion and retail, as well as the courts housing the capital's legal profession.

In 2023, we faced the choice whether to move to a new location in London or stay in 5 New Street Square. We decided to stay and invest in an extensive refurbishment as this would have less of an environmental impact than building and fitting out a brand-new space.

We're now back in 5 New Street Square and we look forward to clients and other guests experiencing our reimagined, modernised and more sustainable premises.

Why London?

London is one of the top financial centres in the world and a key international tech hub. Our UK lawyers combine their deep understanding of the law with their outstanding market knowledge to support some of the most innovative businesses across the technology, media and communications, life sciences and healthcare, real estate, infrastructure and energy and private wealth sectors that do business in the capital and beyond.

We thrive on the challenge of keeping ahead of legal and regulatory developments to advise our clients in these dynamic sectors who are pushing the envelope in terms of the products they develop and offer and the business and economic models they operate. Our UK and international strength in M&A, disputes and intellectual property complements our focus on our key sectors.

Our London team

Working alongside our lawyers, teams based in our London office support our UK and international business operations, including:

- IT
- Strategic Digital Ventures
- Finance
- Talent
- Risk
- Business Transformation
- Business Development, Marketing and Communications.

Anyone who works for Taylor Wessing in London becomes part of a fully integrated, UK-wide team. This is a fantastic firm for talented people who are intellectually curious, ambitious and want to work in one of the best cities in the world.

Our values

What we stand for

We are a community of independent thinkers, connected by our values and our drive to challenge expectation. Our values shape what we do and how we do it. We have built a team that reflects the firm's core values and which exemplifies inclusivity. To learn more, [click here](#).

Excellence

Creative

Responsible

Team

Integrity

Respect

Acting responsibly, together

We're committed to being a responsible business and taking accountability for our actions.

We have high ethical standards and take care of our people. We're reducing the footprint we leave in nature and engaging with our communities through cultural and charity work. Being a responsible business means we're active members of our broader society, of the legal community, and of our clients' sectors.

Whether it's building an inclusive workplace, reducing our waste or supporting the arts; we're actively working together to build a better business, and a more sustainable world.

Find out more about our responsible business initiatives [online](#).

Read our latest impact report by clicking the link below.



Our Responsible Business
Impact Report **2024**

Read the report

Diversity & Inclusion

Mansfield Certification



We are proud to announce that we have achieved Mansfield Rule UK Certification Plus for the 2024–2025 period, reaffirming our dedication to diversity, equity, and inclusion within the legal sector.

We're committed to delivering an inclusive culture and a progressive environment where we empower all our people to lead, learn and grow. The Mansfield Rule keeps us and the wider legal profession accountable for achieving and surpassing these goals; over the last year alone the Mansfield Rule has helped us continue to focus on monitoring our recruitment and promotion activities, as well as improving the diversity of our firm.

We've seen tangible changes in our firm from championing diverse voices across all areas of our business, something we want to see continue to flourish in the years to come and with Mansfield as a key partner in building in an inclusive environment for all.

Inclusive Recruitment Charter

Take a look at our new Inclusive Recruitment Charter...

The Charter builds on some of our great initiatives from the last year, like taking part in the 10,000 Black Interns programme, introducing mandatory inclusion training for all our people, and achieving Mansfield Certification Plus.

Learn more about our commitments to being a responsible business by [clicking here](#)

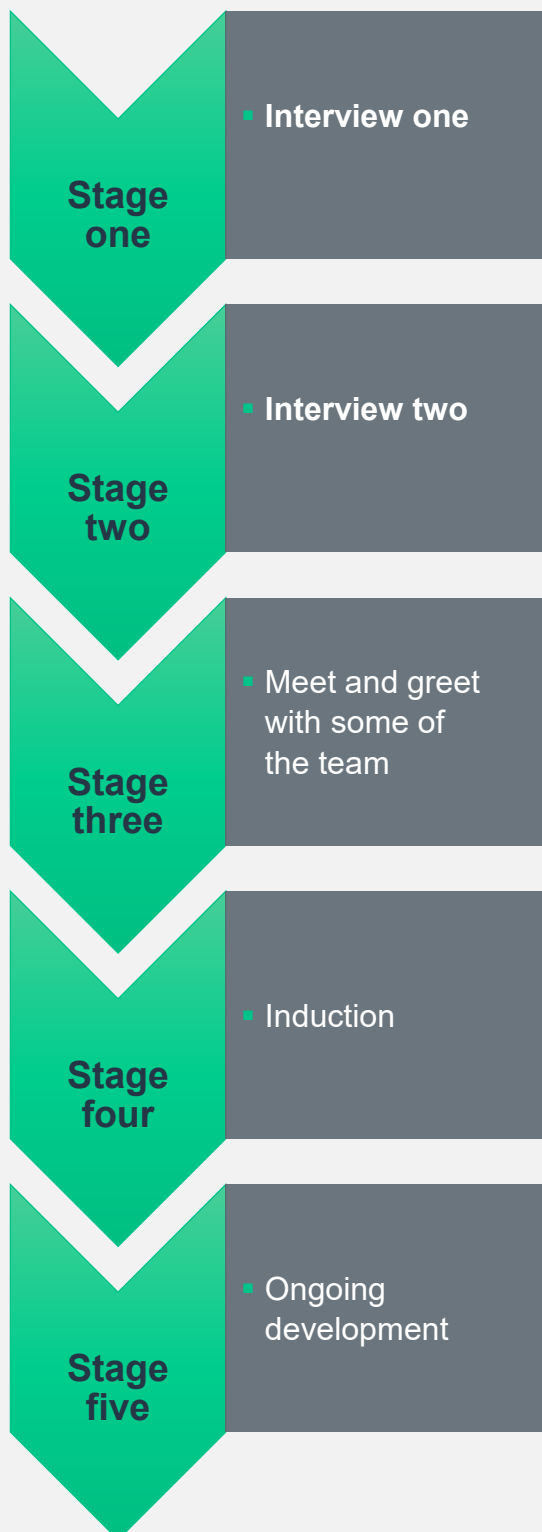
Responsible Business Networks

We embrace individuality and bring diverse teams together, creating an inclusive work environment where all of our talent can flourish. Our inclusion programme has five priority areas, each with partner champions and network groups, in addition to other networks and societies that bring people together within the responsible business programme.

Our current networks include:

- Arts Society
- Balance in Business - our gender balance network
- Cultural Diversity network
- equaliTW - our LGBTQ+ network
- Family Matters network
- Social Mobility network
- Sustainability network
- Wellbeing network

Your recruitment journey



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We are committed to making all stages of our recruitment process accessible to candidates with disabilities or long-term health conditions. If you consider yourself to have a disability or long-term health condition, please feel free to be open about this at any point during the recruitment process this will be dealt with in a confidential manner. If you are not sure what adjustments you require, we will work with you to establish the most suitable adjustments at each stage of the recruitment process.

2650+ people
1250+ lawyers
350+ partners
27 offices
17 jurisdictions

Argentina	Buenos Aires	Italy**	Milan Rome
Austria	Vienna	Mexico*	Mexico City
Belgium	Brussels	Netherlands	Amsterdam Eindhoven
Brazil*	Belo Horizonte Brasília Rio de Janeiro São Paulo	Nicaragua*	Managua
Chile*	Santiago de Chile	Panama*	Panama City
China	Beijing Hong Kong Shanghai	Peru*	Lima
Colombia*	Bogotá Bogotá, main office	Poland	Warsaw
Costa Rica*	Guanacaste San José	Portugal*	Braga Lisbon Porto
Czech Republic	Brno Prague	Puerto Rico*	San Juan
Dominican Republic*	Santo Domingo	Slovakia	Bratislava
Ecuador*	Cuenca Guayaquil Manta Quito	South Korea***	Seoul
El Salvador*	San Salvador	Spain*	Barcelona Canary Islands Madrid Pamplona Seville Valencia Vitoria Zaragoza
France	Paris	UAE	Dubai
Germany	Berlin Düsseldorf Frankfurt Hamburg Munich	Ukraine	Kyiv
Guatemala*	Guatemala	United Kingdom	Cambridge Liverpool London
Honduras*	San Pedro Sula Tegucigalpa	Uruguay*	Uruguay
Hungary	Budapest	USA	New York San Francisco
Ireland	Dublin		

Powered by our strategic alliances: with: *ECIJA and **Orsingher Ortu. ***In association with DR & AJU LLC

Taylor Wessing statistics published are correct as of 1 April 2025.

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taylorwessing.com

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