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October 2026 Reference QCBAA

Lower Thames Crossing
General Counsel

Saxton Bampfylde

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Lower Thames Crossing

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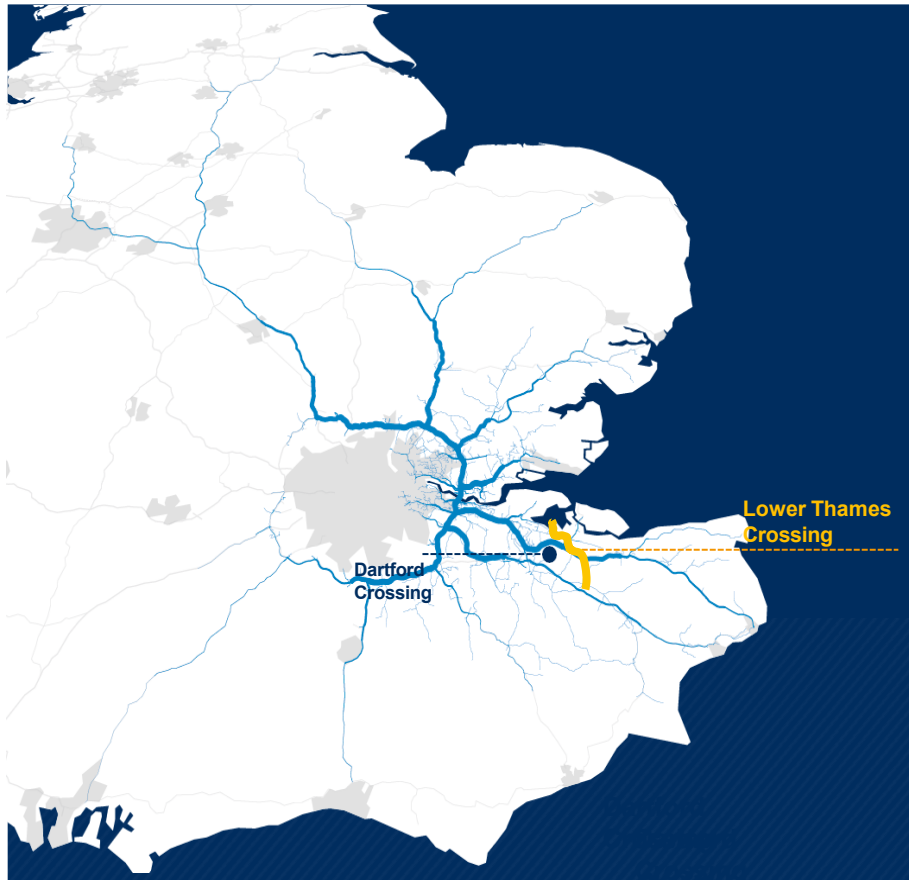

About Us

The Lower Thames Crossing is a new road that will connect Kent and Essex through a tunnel beneath the River Thames

The reliable new route will almost double road capacity over the river east of London to reduce congestion and give millions of people more choice on where they live, work and spend their valuable time.

We are committed to transitioning to clean power and making Britain an international leader in Net Zero construction.

Lower Thames Crossing

Britain's leading economic infrastructure project that will drive growth across the country.

- Adds **billions to the British economy**
- **Doubles cross river road capacity**, cutting congestion at one of our most **strategically vital roads – Dartford** by 20%
- **Direct freight connection** between South-East ports, Midlands & North
- **Two 2.6-mile tunnels –** longest road tunnels in UK and **third largest bored tunnels** globally
- **14.5 miles of new road**

March 2025	Nov 2025	March 2026	May 2026	July 2026	2028	Early/mid 2030s
Planning Permission Granted	Autumn Budget	Early works	Formal Market Engagement	Bill tabled	Tunnel Boring Machine launched	Lower Thames Crossing opens

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Benefits

Nearly double road capacity across the River Thames east of London

Ease congestion by taking over 10m vehicles from the Dartford Crossing every year

Bring an additional 400,000 jobs within an hour's commute of local communities

Spend £1 in every £3 of the construction budget with SMEs

Create over 1,000ha of semi-natural habitats, provide two new public parks, a 100-hectare community woodland, almost 40 miles of new walking, cycling and horse-riding routes and plant more than one million trees

Explore methods to achieve carbon neutrality in its construction and transform how the UK delivers infrastructure projects

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Funding

Treasury has selected the RAB model as the preferred route to finance the Lower Thames Crossing.

Part private finance would likely mean:

- £3.1bn public funding to take the project though to private financing
- RAB to fund building tunnel and roads
- Private company would use toll money to fund debt of construction and maintain and operate Lower Thames and Dartford Crossings
- Construction risk shouldered by private sector with strong incentive to deliver at pace

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About the Role

Provides legal oversight and ensures compliance with statutory, regulatory and contractual obligations across the organisation whilst also overseeing LTC Co's approach to risk and assurance

Key Responsibilities:

Legal & Regulatory compliance:

- Oversee provision of legal oversight to ensure compliance with statutory, regulatory, and contractual obligations, safeguarding LTC Co's interests
- Management and execution of statutory compliance in alignment with the corporate governance
- Coordination with LTC Co's Strategy & Regulation lead to ensure compliance with regulatory obligations
- Monitor changes in legislation and regulatory requirements, advising the organisation on necessary adjustments to maintain compliance

Governance & Company Secretariat:

- Management of Company Secretary to oversee the internal governance, reporting and Board secretarial responsibilities (dependant on Shareholder requirement)

Legal, Risk & Assurance Leadership

- Lead a team of generalist lawyers and oversees legal advisory services, governance, company secretarial, risk mitigation, and compliance support to enable effective decision-making within the organisation
- Direct the Head of Risk and Assurance, ensuring robust processes are in place to identify and mitigate potential risks
- Oversee development and implementation of policies and procedures to enhance compliance and mitigate legal risks across all operations

Legal Proceedings & Negotiations:

- Represent the organisation in legal proceedings and negotiations, ensuring the protection of LTC Co's interests

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Person Specification

The successful candidate will be an experienced, pragmatic and strategic legal leader, with the credibility and judgement to operate at Board and Executive level while being equally comfortable rolling up their sleeves to build a new function and resolve complex issues directly.

They will bring a combination of **legal and regulatory expertise, organisational transformation experience, commercial judgement and strong stakeholder management**, together with the ability to operate effectively in an environment where the organisation is still being established.

Legal & Regulatory Expertise

- Senior legal experience in a complex, regulated and/or infrastructure environment
- Strong understanding of regulatory frameworks, government and regulators
- Experience of economic regulation highly desirable

Transformation & Change

- Proven experience leading through significant organisational change
- Comfortable operating where structures, governance and regulatory frameworks are still evolving
- Able to bring pace, structure and pragmatism to complex programmes

Building the Function

- Experience establishing or transforming legal, risk, assurance and governance functions
- Hands-on leader comfortable building a small, high-performing team
- Able to create proportionate frameworks without unnecessary bureaucracy

Commercial Judgement

- Commercially minded, practical and delivery-focused
- Provides independent legal judgement and constructive challenge
- Able to balance legal, regulatory, commercial and operational considerations

Stakeholder Influence

- Credible and confident with Boards, Executives, government, regulators and major commercial partners
- Able to build strong relationships while maintaining independence
- Excellent negotiation and influencing skills

Leadership & Cultural Fit

- Entrepreneurial, collaborative and purpose-driven
- Calm, adaptable and comfortable with ambiguity

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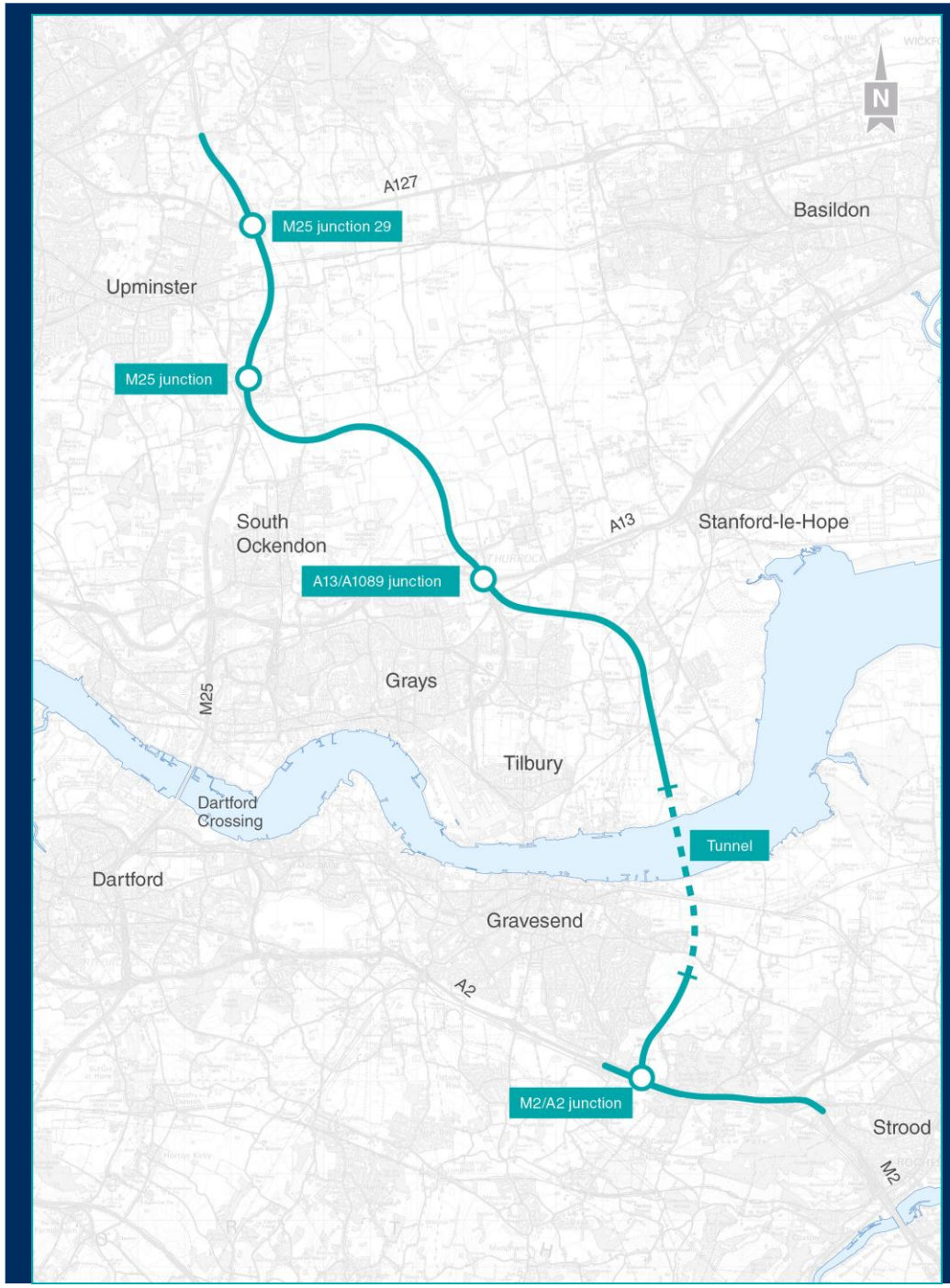

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to **Lower Thames Crossing** on this appointment.

Candidates should apply for this role through our website at **roles.saxbam.com** using code **QCBAA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on Friday 6th November 2026

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice
According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

- **Read our guide to writing cover letters**

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