

Job vacancy

Contracts Manager

Date: September 2025

Looking for an exciting and rewarding career?

theidol.com is looking for a Contracts Manager to manage the lifecycle of commercial contracts, ensuring value and compliance across the business.

The Idol is a successful financial technology business based on the edge of the stunning Lake District National Park in Cumbria. Our location offers the opportunity for an exceptional work life balance, allowing you to enjoy the countryside, find inspiration and unwind. We've been innovating in financial services since 1999 and are dedicated to transforming insurance technology to protect what matters.

As part of the Legal & General Group (since 2010), we proudly partner with household brands such as Go.Compare, ComparetheMarket and Confused. We are committed to early adoption of new technologies, progressive working practices and supporting everyone to be accountable to deliver their best quality work. You can find out more on [our website](#).

Job purpose

Reporting to our Finance and Risk Director, you'll work under the professional supervision of L&G Group Legal, and closely with our Commercial and Growth Director and their senior team, to oversee the full lifecycle of commercial contracts, ensuring compliance, managing risk, and supporting the Company's strategic objectives.

Principle accountabilities

- Under the professional supervision of L&G Group Legal, draft, review, and negotiate a wide range of commercial contracts including supplier agreements, service contracts, NDAs, and licensing agreements obtaining legal advice and guidance as required to comply with Group policy.
- Ensure all contracts comply with company policies, legal requirements, and risk management standards.
- Monitor contract performance and identify potential risks in contractual arrangements, escalating where appropriate to ensure fulfilment of contractual obligations and protection of the business.
- Maintain a centralised contract repository and manage contract lifecycle processes, including renewals, expirations, and obligations tracking.
- Support contract dispute resolution liaising with L&G Group Legal and/or external counsel as required.
- Prepare, develop and implement contract management policies, templates, and best practices under supervision from L&G Group Legal.
- Provide training and support to business units on contract processes and risk awareness.
- Monitor and interpret company policies, recommending or implementing updates where necessary to improve contract management and compliance.
- Develop and maintain communication channels with internal and external stakeholders and subject matter experts to ensure clear understanding of contractual obligations, provide contractual guidance and advice, and support effective decision-making.
- Consider, relevant to the role, the needs and objectives of all our customers, including vulnerable customers, to ensure that they receive good outcomes.

Person specification

Knowledge, experience and qualifications

- Degree level qualification in Law or related field, or working towards such, is preferred.
- Knowledge of commercial contract management processes, best practices, and risk management principles.
- Proven experience in contract management, working with a legal team, or senior commercial roles.
- Understanding of the key issues and challenges affecting contracts in a commercial environment within the financial technology environment.
- Experience providing practical guidance and advice on contract matters to internal stakeholders.
- Proficient in contract management systems and Microsoft Office Suite.

Behaviours

- Communicates clearly and concisely in English, adjusting the content and delivery according to the needs of the audience.
- Commits together by engaging effectively with internal and external stakeholders, partners and suppliers to work collaboratively, build positive relationships across teams and with external partners.
- Acts decisively to take ownership of tasks and delivers results within agreed deadlines.
- Challenges positively to proactively identifying risks and opportunities, offering practical solutions.
- Adapts flexibly to changing and multiple priorities, showing resilience in dynamic and fast moving environments.
- Maintains high standards of integrity and confidentiality.
- Committed to continuous improvement and sharing best practice.
- Interprets, evaluates, and manages contract information accurately and efficiently.
- Acts to deliver good outcomes for customers.

Further information

This is a full-time Monday to Friday role working an average 37.5 hours per week.

Hybrid flexible home/office working is supported. There is a requirement to attend the office in Cumbria approximately twice a month or as frequently as required to meet the role requirements (expenses will be provided depending on your location).

This is a Grade 5 position with a salary from £55,000 depending on experience, 25 days holiday plus public holidays, plus performance related bonus, enhanced pension, and generous private medical, family, sickness and insurance benefits, and share schemes.

Closing date for applications: Monday 22 September @ 9:00

Interview date: Thursday 25 September (in person in Penrith preferred).