

Judicial pathways for the Employed Bar

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merit
good character
diversity

JAC background and statute

The Judicial Appointments Commission was established in 2006 following the 2005 Constitutional Reform Act, with a remit to make judicial appointments **independent**, **transparent** and **fair**.

In selecting candidates, the JAC has three key statutory duties:

To select candidates solely on **merit**.

To select only people of **good character**.

To encourage **diversity** in the range of persons available for judicial selection.

Fair Selection

**Assigned
Commissioner for
each exercise**

**Fair selection training
for panels and
observations of
interviews**

**Selection materials
reviewed by JAC staff
and Advisory Group**

Targeted outreach

**Monitored
progression of target
groups**

**Name blind
shortlisting**

Equal Merit Provision

**Calibration of scores
and moderation of
panel reports**

Independent reviews

Who can apply for a judicial role?

- A person must have had **at least 5 or 7 years of post-qualification experience** to apply for judicial office. The exact number of years depends on the role.
- All fee-paid (part time) roles do not require previous judicial experience and many make great entry level positions.
- Fee-paid roles provide an opportunity to experience of what a full time role might feel like, without having to change career immediately.
- Salaried (full time) posts typically require previous judicial experience, either from a previous fee-paid or salaried role.

Regular vacancies

- **Annually:** Deputy High Court Judge, Circuit Judge, Recorder, District Judge, Deputy District Judge
- **Every 18 months:** Judge of the Upper Tribunal, Deputy Judge of the Upper Tribunal, Judge of the First-tier tribunal, Fee-paid Judge of the First-tier Tribunal (usually alongside Fee-paid Judge of the Employment Tribunal of England & Wales)
- **Every 2 years:** District Judge (Magistrate's Court), Deputy District Judge (Magistrate's Court)



Upcoming vacancies

Judge of the First-tier Tribunal

Opens on 21st February, Closes on 7th March

Qualifying Tests – 21st March

**Fee Paid Specialist Building Safety Experts for the First tier Tribunal
Property Chamber – Opens – 28th February**

**Fee-paid Judge of the First-tier Tribunal and Fee-paid Judge of the
Employment Tribunal (England and Wales) – Launch date in March 2023.**

All vacancies and their campaigns are subject to change.

Please go to www.judicialappointments.gov.uk for further information concerning future vacancies.

Entry level roles

There are a number of entry level roles that do not require previous judicial experience. The main entry level roles are:

- **Recorder**
- **Deputy District Judge**
- **Fee-paid Judge of the First Tier Tribunal**
- **Road User Charging Adjudicators (RUCA)**

Overview of the selection process

1. Advertising: Exercise is launched on the JAC website.

2. Application: Candidates apply online and provide a self assessment.

3. Eligibility: Candidates must be legally qualified with post qualification experience.

4. Shortlisting: We use a range of shortlisting methods depending on the type of role and the number of candidates.

5. Selection Day: Competency based interview and another element, depending on the role.

6. Statutory consultation: As required by the Judicial Appointment Regulations 2013, the JAC will carry out consultation as part of some selection exercises.

7. Character: Candidates make a declaration of good character We conduct professional, financial and criminal checks on candidates.

8. Recommendation: The JAC Board will meet to agree its recommendations which will then be sent to the Appropriate Authority.

Preparation advice

- **Prepare thoroughly** – every competition is competitive.
- Consider your strengths and your transferrable skills.
- **Learn about the role** – sit in court, shadow a judge.
- **Utilise the JAC website** for a range of guidance, case studies and practical tips on applying
- **Read the Competency Framework in detail** and start **collecting examples of your work**, as a portfolio and thinking about how your experience aligns with the competencies.



Find out more and further support

Case studies	Feedback and Evaluation papers
Pathways into Judiciary Series	Dry Runs
Targeted outreach	Judicial Office Mentoring Scheme
Outreach events	Pre-Application Judicial Education Programme (PAJE)

- The JAC website: www.judicialappointments.gov.uk
- Follow us on Twitter [@becomeajudge](https://twitter.com/becomeajudge)
- Sign up to the monthly JAC newsletter - “[Judging Your Future](#)” for notification of the forthcoming vacancy
- Sign up for vacancy specific email alerts via the JAC website

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