

Judicial Appointments

Brie Stevens-Hoare, JAC Commissioner

merit
good character
diversity

JAC background and statute

Established on 3 April 2006 under the 2005 Constitutional Reform Act.

The 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

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)



Overview of the selection process

1. Advertising:

Exercise is launched on the JAC website.

2. Application: Candidates apply online - provide a self assessment & Independent Assessments.

3. Eligibility: Candidates must be legally qualified with post qualification experience (5-7 years). Some exercises have Additional Selection Criteria.

4. Shortlisting: a range of methods depending on the type of role, the skills required, 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 a selection exercise.

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.

Competency framework

**Exercising
Judgement**

**Assimilating and
clarifying
information**

**Managing work
efficiently**

***Leadership
(some roles)***

**Possessing and
building knowledge**

**Working and
communicating with
others**

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.



Diversity and further support for candidates

**JAC website – before
you apply section**

Case studies

**Feedback and
Evaluation papers**

Targeted outreach

**Pre-Application
Judicial Education
Programme (PAJE)**

Dry Runs

**Pathways into
Judiciary Series**

Outreach events

**Judicial Office
Mentoring Scheme**

Find out more

- More information will be published on 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
- Read case studies on the JAC website



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