

## ***Person Specification***

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It is essential that the Selection Panel as a whole should command the confidence of the judiciary, the legal profession and the public at large as having the necessary qualities to make appropriate recommendations for appointment in accordance with the agreed competency framework for KCs.

To be appointed as a lay member of the Selection Panel you are likely to have:

- Held a senior position of authority and responsibility in the public, private or third (ie community, not-for-profit and voluntary) sectors, or been a similarly senior member of an analogous organisation;
- Served in the wider public interest and be able to command public confidence;
- Experience of interviews and selection processes.

Some experience of the legal profession may be an advantage, but it is not essential. You must not be a barrister, solicitor or judge from any jurisdiction. Lay Justices of the Peace are eligible to apply.

Selection Panel members must be able to demonstrate:

- A commitment to the seven Nolan Principles of Public Life (Selflessness; Integrity; Objectivity; Accountability; Openness; Honesty; and Leadership);
- The ability to judge evidence against a competency framework and a standard of excellence;
- The skill to sift through evidence amassed from a number of sources and to reach an incisive judgment based entirely on that evidence;
- The ability to manage their own workload and meet targets and deadlines;
- The facility to record the reasons for decisions and to be able to justify them;
- The capability to work as part of a senior team or committee and to form good working relationships with colleagues on the Panel and others;
- The facility to make collective decisions and abide by and support those decisions;
- The ability to maintain the confidentiality of applicants, assessors and, more generally, the internal workings of the Panel;
- Well-developed interviewing skills;
- A high-level of respect and integrity;
- A commitment to equality of opportunity and the promotion of diversity; and
- Competence and confidence in using electronic mail and documentation.

Subject to the principle of appointment on merit, it is important for the Selection Panel as a whole to be diverse in composition, particularly in relation to gender and ethnic background. Of the eight members already known to be on the Selection Panel in 223, six are women and two are men; two come from a minority ethnic background, neither of whom are from a black African or black Caribbean background.

There is no age requirement for Panel members.