



Person Specification

The King's Counsel Selection Panel exists to make recommendations to the Lord Chancellor on the appointment of King's Counsel or 'Silks'. 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, 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;
- Strong and demonstrable experience of interviews and selection processes.
- The ability to commit significant time to the grading process which takes place online over the summer months, and the moderation and interview process which takes place in person in the autumn of each year. The dates are fixed in advance, with limited flexibility.

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 the ability to:

- Judge evidence against a competency framework and a standard of excellence;
- Sift through evidence amassed from a number of sources and to reach an incisive judgment based entirely on that evidence;
- Able to work online, manage their own workload and meet targets and deadlines;
- Record the reasons for decisions and to be able to justify them;
- Work collaboratively and form professional working relationships with colleagues on the Panel, the secretariat and others;
- Have respectful dialogue with a diverse panel, contribute to collective decisions and abide by and support those decisions;
- Observe, at all times, the highest standards of confidentiality of applicants, assessors and, more generally, the internal workings of the Panel;
- Interview applicants in line with a competency framework. Some experience of interviewing is essential, although further training will be provided.

In addition, applicants will demonstrate a commitment to:

- Equality of opportunity and the promotion of diversity; and
- The seven Nolan Principles of Public Life (Selflessness; Integrity; Objectivity; Accountability; Openness; Honesty; and Leadership).

We are seeking to appoint up to two lay members of the panel, one of whom will be required to start immediately in June, the other in January 2026. Please indicate your availability and preferred start date in your cover letter.