

JUSTICE

Criminal Justice Lawyer

Salary: £53,696 | Fixed term | Full time (flexible available)

London/hybrid | Great benefits | Important purpose | Inclusive culture

Candidate pack

Deadline: 11 pm, Sunday 12 May 2024



'To create a UK justice system that is fair, accessible and respects the rights of all'

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ABOUT JUSTICE

JUSTICE is a law reform charity working to build a fairer UK justice system within everyone's reach.

Over our 67-year history we have transformed the legal landscape for the better, led by evidence, expertise, and a focus on practical solutions.

We are the only non-governmental organisation whose work spans the whole of the UK justice system - from family and housing law to policing, benefits decision making, and much more – touching the lives of people across the country.

Key legal bodies we now take for granted such as the Ombudsman, the Crown Prosecution Service, and the Criminal Injuries Compensation Board were all proposed and supported into being by JUSTICE.

OUR VALUES

We are united under a common purpose, which defines 'why' we do the work we do. We share a set of values developed by the team, for those who work for and support JUSTICE and those we serve. Our values explain 'how' we do our work.

Inclusive

Our approach is to be open and we prioritise meaningful collaboration and learning. We seek a wide range of views, perspectives and expertise when conducting our work, ensuring the voice of those with lived experience and user need is loud and clear.

We believe listening and empathy are critical to good policymaking and that empowering users to access justice is instrumental to our work.

OUR PURPOSE

'To create a UK justice system that is fair, accessible and respects the rights of all'

Our work aims at making, practical, realistic, and timely changes, addressing some of the most urgent issues facing the United Kingdom's legal framework.

We use our voice to influence and improve policies and practice, while not being afraid to scrutinise and challenge developments in the justice system that threaten the country's adherence to human rights and the rule of law.

For more than 65 years our pioneering work and pragmatic approach has supported reform of the UK justice system. We pursue reform that stands a reasonable chance of implementation within the existing financial and political climate. But we also speak up when there is an acute threat to the rule of law or fairness within the system.

Integrity

We are trustworthy and evidence based. We work transparently and with intellectual rigour. We speak out with expertise and courage when appropriate.

Independent

We prize our objectivity and impartiality. We cherish evidence, data and analysis to problem solve. We are pragmatic and considered in our approach. This enables us to influence and hold key decision-makers to account.

Innovative

We're not afraid of thinking differently and challenging the status quo when it is not working. We strive to be forward looking, anticipatory and to set the agenda for reform of the justice system.

OUR WORK

To create a UK justice system that is fair, accessible and respects the rights of all, JUSTICE:

- Carries out research and analysis to generate, develop and evaluate ideas for law reform. In doing so, we draw on evidence, experience and expertise from the UK and across the world;
- Promotes a better understanding of the fair administration of justice - including briefing on legislation going through Parliament - among legislators, decision-makers and public servants;
- Brings people together to learn and to discuss and debate critical issues about the justice system and its role in the constitution; and
- Intervenes in superior domestic and international courts, sharing our research, analysis and arguments with courts to support their work and promote strong and effective legal judgments.

OUR FOCUS

Our primary focus is on overcoming institutional and procedural barriers to access to justice and fairness for people using the system.

We put their experiences at the heart of our work, and we recognise that

many aspects of the existing structure and practises within the justice system compound exclusion for disadvantaged people.

ACROSS ALL OUR WORK WE ADDRESS:

- Institutional weakness: considering ways to strengthen the operation of key institutions and frameworks in the justice system, testing them for fairness, accessibility and efficiency.
- Procedural deficiency: identifying and challenging unfair, inaccessible and inefficient legal procedures. We will examine the potential of technology and innovation in delivering justice – including alternatives to traditional justice processes – and consider its emerging impact on the system.
- Biases in the justice system: exploring and confronting the ways in which the justice system adversely treats and impacts upon individuals and groups based on their status and/or protected characteristics including race, gender, disability and/or socio-economic status.

OUR PEOPLE

JUSTICE has around 18 staff who are hugely committed. They work collaboratively across policy, fundraising, communications, membership, administration and governance to help us achieve our vision.

Our work is overseen by the Board of Trustees and is led by our Chair, **Peter Binning**, who is one of the country's leading white collar crime practitioners.

We also have a Council, led by our President, **Baroness Helena Kennedy of the Shaws KC** and Vice Presidents **Dominic Grieve KC** and **Baroness Sarah Ludford**, who support our work, their expertise and insight into the justice system, provide us with a hugely valuable sounding board, helping to shape our work.

JUSTICE is assisted by a considerable amount of volunteer and pro bono support each year from a range of people who join our working parties, help with research projects and co-host events with us, all of which ensures our work has expert input and broad reach.

You can read more about our work [here](#).

"A lack of equality, fairness, and equity means our justice system is broken. It may profess to bring fairness for some but there is a lot of unfairness to others.

JUSTICE is committed to pushing for systematic change and putting users' interests at the heart of the system.

All lawyers should be proud to be a member of it."

Professor Leslie Thomas KC

ABOUT THE ROLE

JUSTICE is looking for an outstanding criminal lawyer, for a full-time fixed term 12-month contract, with the possibility of renewal, subject to funding.

This provides an exciting opportunity for a practising lawyer with a strong research background or academic lawyers keen to engage in high-level policy and law reform work.

We are looking for a lawyer mainly interested in criminal justice, as well as in cross-cutting issues affecting the functioning of the justice system (current cross-cutting projects include work on the state of the rule of law in the UK and AI, human rights and the law).

JUSTICE's work is known for its independence and rigor. Our research is grounded in deep subject-matter expertise: we bring together experts from within and beyond law – including people with lived experience of interacting with the justice system – to develop realistic solutions to key challenges.

Examples of the ways in which we work include:

- carrying out research and analysis to generate, develop and evaluate ideas for law reform. In doing so, we draw on evidence, experience and expertise from the United Kingdom and across the world.
- intervening in superior domestic and international courts, sharing our research, analysis and arguments with courts to support their work and promote strong and effective

legal judgments.

- promoting a better understanding of the fair administration of justice among decision-makers and public servants.
- bringing people together to discuss critical issues about the justice system, and to provide a thoughtful legal framework to policy debates.

KEY DETAILS

Job title	Criminal Justice Lawyer
Salary	£53,696
Hours	Full time (35 hours per week) Flexible working available, including compressed hours
Contract	Fixed term
Location	London (WC1) with some remote/hybrid working.
Reporting to	Legal Director
Start date	ASAP
Benefits include:	<ul style="list-style-type: none">• 35-hour working week with flexible working available.• 27 days' holiday plus bank holidays, plus time off between Christmas and New Year.• Generous pension scheme (8% employer contribution, rising to 10.5% after 2 years).• Annual salary review (measured against inflation)• Employee Assistance Programme• Headspace subscription• Working with a lovely, diverse group of people who care about the justice system and access to it!

JOB DESCRIPTION

Main duties and responsibilities:

- With the support of the senior management, leading the development of JUSTICE's work on reform of the criminal justice system; identifying appropriate opportunities for areas of work.
- Supporting work on system-wide change, from tackling racial disparities to defending the rule of law.
- Working towards implementation of recommendations made by our working party reports by engaging with key stakeholders and identifying further opportunities arising from them.
- Researching and drafting parliamentary briefings and consultation responses on pending legislation and other policy proposals; briefing parliamentarians and other policy makers; and giving evidence as required
- Leading and supporting working parties of JUSTICE's membership through, amongst other things, providing research briefings, taking evidence and drafting reports.
- Developing and maintaining relationships with relevant stakeholders, as well as identifying and pursuing appropriate opportunities for joint projects with others in the criminal justice field.
- Supporting JUSTICE interventions in the courts that align with our reform work and are in the public interest.
- Providing content for events, social media, conferences, funding proposals and reports as required.
- Supervising Fellows, interns and volunteers as required.

PERSON SPECIFICATION

Essential criteria

- A Bachelor's degree in law from a university in the United Kingdom, a Graduate Diploma in Law or equivalent CILEx qualification.
- Qualification to practice law in England and Wales.
- Excellent understanding of law, policy and practice of the criminal justice system in England and Wales.
- Sophisticated working knowledge – from private practice, in academia or work in government – of the criminal justice system.
- Good understanding of international and regional human rights law and its application to the United Kingdom.
- Familiarity with the administrative law remedies in the United Kingdom including judicial review.
- Demonstrated outstanding research and writing skills.
- Excellent interpersonal skills.

Desired criteria

- A postgraduate (LLM or PhD) degree in law.
- Legal practice experience in England and Wales
- Experience of project management.
- Experience of briefing politicians and senior civil servants.

APPLICATION PROCESS

To apply, please complete the application form and send it to jobs@justice.org.uk. Please mark your email with 'Criminal Justice Lawyer' in the subject line.

CVs alone will not be considered.

The application form can be found on our website [here](#).

The advert closes at **11pm on Sunday 12 May 2024**.

Key dates and the selection process

Closing date: **11pm on Sunday 12 May 2024**.

Interviews will be held on **21 May 2024**. Candidates may be required to complete a test as part of the interview process.

JUSTICE is an equal opportunities employer. We encourage applications from people of all backgrounds, but particularly welcome applications from individuals from marginalised groups, those with lived experience of the justice system, as well as those underrepresented in the legal professional including women, people of colour, trans and non-binary people, and disabled people.

Please note that we will not respond to any enquiries from recruitment agencies.