

JUSTICE

Criminal Policy Lawyer

Salary: £55,307 per annum | Permanent | Full time (flexible available)
London/hybrid | Great benefits | Important purpose | Inclusive culture

Candidate pack

Deadline: 11pm, Sunday 13 July 2025



*For a fairer UK justice
system within everyone's
reach*

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.

JUSTICE's work is known for its independence and rigor, and 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.

OUR VALUES

Inclusivity:

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 are heard loud and clear.

Integrity:

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

Independence:

We prize our objectivity and impartiality, and we are pragmatic and considered in our approach. This enables us to influence and hold key decision-makers to account.

Innovation:

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

HOW WE WORK

Leading research:

Our research highlights key problems and proposes practical solutions, hundreds of which have been adopted.

Advising policymakers:

JUSTICE's strong reputation across Westminster and beyond is based on the quality and independence of its work.

Convening experts:

Our events, working parties, and roundtables bring together leading experts across a wide range of justice topics.

Building understanding:

Our spokespeople regularly appear in the media to set out why a fair justice system matters and how it can be achieved.

OUR PEOPLE

JUSTICE has around **18 staff** who work collaboratively across policy, fundraising, communications, membership, administration and governance.

Our work is overseen by the **Board of Trustees** led by our Chair, Dame Alison Saunders DCB.

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.

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.

ABOUT THE ROLE

JUSTICE is looking to recruit a new Criminal Policy Lawyer to join our policy team.

This is a permanent post although there are options for fixed term positions on request (minimum of 12 months), for example if someone is seeking a period of time off from practice but envisages returning.

The role is remunerated at D1 on our scales (£55,307). In substance, the role will focus on criminal policy reform but will be flexible, responding to other system-wide matters as required.

KEY DETAILS

Job title	Criminal Policy Lawyer
Salary	£55, 307 per annum
Hours	Full time (35 hours per week) Flexible working available.
Location	Staff based within reasonable distance of the London office (EC4M) are encouraged to attend the office at least once a week
Reporting to	Deputy 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, a wellbeing day and a birthday day off.• 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 building a fair, accessible justice system!

Key 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 and research projects 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.
- Representing JUSTICE in meetings with key stakeholders, from civil servants and politicians, to other NGOs and supporters, alongside public speaking opportunities to advance JUSTICE's work.
- Supporting JUSTICE interventions in the courts that align with our reform work and are in the public interest.
- Providing engaging content for events, social media, conferences, funding proposals and reports as required.
- Supervising Fellows, interns and volunteers as required.

PERSON SPECIFICATION

Knowledge & experience:

Essential:

- **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 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.**
- **Ability to think strategically in fast-moving and complex environments, maintaining focus on long-term goals and broader systemic impact.**
- **Demonstrated outstanding research skills.**
- **Excellent oral and written communication skills including an ability to communicate clearly with a broad range of audiences.**
- **Excellent interpersonal skills.**

Desirable:

- **Understanding of the UK's criminal justice systems, including the distinct legal frameworks in Scotland, Wales, Northern Ireland, and England, and how policy and practice differ across jurisdictions and regions.**
- **Experience of project management.**
- **Experience of briefing politicians and senior civil servants.**

APPLICATION PROCESS

To apply, please [click here to complete the application form](#)

Closing date: **11pm, Sunday 13 July 2025.**

Please note you cannot save your progress on the application form and return to it later. To see the long-form questions in advance, [please click here to download them.](#)

Please do not submit answers to the questions by email; they will not be considered.

Due to the high number of applications we receive we are unable to provide individual feedback to applicants who are not interviewed.

Interviews will be held on the week starting **28 July 2025**. 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.