

The Bar Standards Board wants to recruit an interim Director of Standards on an initial year-long contract to join its Senior Management Team and to lead its strategic and operational work to sustain high standards of professional practice at the Bar.

The opportunity arises as a result of the impending departure in June of the current Director of Regulatory Operations for another regulatory role. Pending a number of important current reviews, including a review of BSB's end-to-end enforcement process, the Director General, Mark Neale, has decided to postpone until 2024 decisions on long-term re-organisation and to provide meanwhile for more focused interim responsibilities.

Candidate Information	
Job Title	Interim Director of Standards (12 month contract)
Job Level	2
Reports to	Director General of the Bar Standards Board
Reports	Two direct reports; departments comprise 17 people
Location	Bar Standards Board, 289-293 High Holborn, WC1V 7HZ
Work Smart Category	Majority Home Worker (minimum 4 days per month in the office)
Salary and benefits	£90 – 97.5k + benefits
About BSB	
<p>We regulate barristers and their professional practice and specialised legal services businesses in England and Wales in the public interest.</p> <p>We are responsible for:</p> <ul style="list-style-type: none"> • Setting the education and training requirements for becoming a barrister; • Setting continuing training requirements to ensure that barristers' skills are maintained throughout their careers; • Setting standards of conduct for barristers; • Authorising organisations that focus on advocacy, litigation, and specialist legal advice; 	

- Monitoring the service provided by barristers and the organisations we authorise to ensure they meet our requirements; and
- Handling reports and allegations against barristers and the organisations we authorise and taking enforcement or other action where appropriate.

The work that we do is governed by the Legal Services Act 2007 (the Act) as well as a number of other statutes.

Our objectives are laid down in the Legal Services Act. We share them with the other legal services regulators. They are:

- Protecting and promoting the public interest;
- Supporting the constitutional principle of the rule of law;
- Improving access to justice;
- Protecting and promoting the interests of consumers;
- Promoting competition in the provision of legal services;
- Encouraging an independent, strong, diverse and effective legal profession;
- Increasing public understanding of citizens' legal rights and duties; and
- Promoting and maintaining adherence to the professional principles.

The professional principles are:

- That authorised persons should act with independence and integrity;
- That authorised persons should maintain proper standards of work;
- That authorised persons should act in the best interests of their clients;
- That persons who exercise before any court a right of audience, or conduct litigation in relation to proceedings in any court, by virtue of being authorised persons should comply with their duty to the court to act with independence in the interests of justice; and
- That the affairs of clients should be kept confidential.

Our Strategy for 2022 - 25

Our 2022 – 25 strategy sets out the way in which we will regulate during those three years. This document sets out our high level strategic priorities and the five key strategic aims for the BSB over this period:

- Efficiency – delivering our core regulatory operations quickly, economically and to a high standard.
- Standards – ensuring that barristers provide a high quality and responsive service throughout their careers.
- Equality – promoting equality, diversity and inclusion at the Bar and at the BSB and the profession's ability to serve diverse consumers.
- Access – promoting consumer understanding of legal services and choice and good value in using those services (covering both the supply of, and demand for, barristers' services).

- Independence – strengthening the BSB’s independence, capability self-confidence and credibility.

You can read more about our strategy and more detailed information about our planned activities during the 2023-24 business year, [here](#).

Our Vision and Values

Our Vision

We will ensure that the BSB regulates the Bar in the public interest by promoting high standards, diversity and access to justice.

Our Values

*Fairness and Respect
Independence and Integrity
Excellence and Efficiency*

Our people have told us that the behaviours they expect everyone to demonstrate for each value are:

Fairness and Respect:

- Listen and include
- Respect and celebrate differences
- Challenge bias

Excellence and efficiency

- Learn and develop
- Collaborate
- Seek feedback to improve

Independence and integrity

- Be accountable
- Be open
- Act on evidence

Equality, Diversity and Inclusion

As the regulator of the Bar of England and Wales, we have a statutory regulatory objective to “encourage an independent, strong, diverse and effective legal profession” (the Legal Services Act 2007). We also have obligations under the Equality Act 2010.

We aim to ensure meaningful compliance with our equality duties in every aspect of our work, to demonstrate best equalities and anti-discrimination practice, and to embed equality and fairness into the day-to-day running of our organisation.

We want the Bar to be as fully diverse as the society it serves, and we want this diversity to be reflected across all areas of our organisation including on our Board.

We welcome applications from anyone regardless of age, experience, sexuality, religion/beliefs, disability, ethnicity, heritage, gender, socioeconomic background or other differences.

The Bar Standards Board is deeply committed to inclusive working practices, so during the application process we commit to:

- Paying for care and childcare if required whilst you attend interviews.
- Paying travel costs for interviews held in person.
- Making any reasonable or (where possible) alternative adjustments – for example ensuring we have a sign language interpreter organised in advance if you'd like them and/or providing alternative adjustments which fall outside the scope of reasonable adjustments as defined by the Equality Act 2010
- Providing documents in accessible formats readily available to download.

If there is anything else you are concerned about or think we could provide, please let us know.

The Bar Standards Board [website](#) has a number of web pages dedicated to [equality and diversity](#) which set out our strategy and provide links to research and analysis published by the Bar Standards Board.

In addition, the Bar Standards Board as an organisation recognises that it must itself be an exemplar of good practice in terms of inclusion and equality. To this end, the Bar Standards Board undertook an equality survey among its people towards the end of 2020 and, in the light of the survey, adopted an action plan to tackle issues of race in the workplace.

Purpose of the Role

The Interim Director of Standards will lead the BSB's work to ensure high standards of professional practice and conduct at the point of entry and during practice at the Bar and, as a member of the Senior Management Team, will play a full part in the collective leadership of BSB.

General Responsibilities

Professional Standards

Sponsorship of the BSB's existing programme of work on assuring professional standards throughout a barrister's career. This programme includes:

- A review of Continuing Professional Development and its role in promoting and maintaining high standards of practice at the Bar;
- A review of the regulation of early years of practice to ensure that barristers meet the BSB's expectations on practice as they begin their careers at the Bar;
- A review of the BSB's Professional Statement, which sets out the knowledge, skills and attributes which a barrister must have from the first day of practice, to ensure that it accurately reflects the competences required of modern practice at the Bar

Education and Training

Executive responsibility for BSB's regulation of education and training at the Bar, including:

- Sponsorship of the existing Bar Training programme and in particular the evaluation of the reforms introduced over the last three years
- The authorisation and supervision of the Bar Training vocational and pupillage providers to ensure that they meet the requirements of the Authorisation Framework;
- The centralised assessments run by the BSB as part of vocational Bar Training and the assessment of professional ethics, advocacy and negotiation during pupillage

Supervision

Executive responsibility for the BSB's approach to risk based supervision; including

- The gathering and analysis of intelligence and data to ensure that the BSB takes proportionate and evidence led decisions on when to make regulatory interventions
- Supervision of barristers, chambers, other authorised and employers in response to risk and to promote the BSB's public interest objectives;
- Compliance at the Bar with the UK's anti-money laundering and sanctions legislation and for liaison with HM Treasury and the Financial Conduct Authority on these matters.
- Playing an active part in the BSB's current initiative to clarify expectations of chambers' oversight of standards, equality and access and to consolidate guidance and support relevant to those expectations;

Resource management, external engagement and organisational delivery

- Executive responsibility for the delivery of the BSB's business plan on education and training, professional standards and supervision, including the prioritisation of resources and budget;
- Accountability for the performance of the Examinations and Supervision Teams and, where relevant, adherence to published performance and service standards
- Line management responsibility for the Examinations and Supervision Team (two direct reports and 17 people in total).
- Represent the Bar Standards Board on all matters to do with professional standards at the Bar in discussions with key stakeholders, including the barrister profession, education providers, the Legal Services Board, other regulators, the Bar Council, the Inns of Court and the Judiciary;

Senior Management Team responsibilities

- Strategic planning including assessing future strategic priorities for the BSB that arise from areas of executive responsibility
- Developing an organisational culture of high performance and continuous improvement ensuring engagement, empowerment and accountability of colleagues at all levels
- Ensuring the BSB's values are promoted across the organisation
- Taking personal and collective responsibility for proactively creating an inclusive and anti-racist working culture through behaviours, actions and decisions both as a member of the SMT and in leading own Directorate
- Taking decisions on matters of organisational operation to ensure that the BSB meets its business and strategic plan commitments and delivers the strategic decisions of the Board
- Management of corporate and regulatory risk and ensuring that the BSB complies with its Assurance Framework

Person Specification

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Experience of professional regulation at a senior level; • Proven ability to develop and implement risk-based and proportionate strategies to advance public interest regulatory objectives; 	Experience of higher education and/or have qualified or practised in one of the legal professions

	<ul style="list-style-type: none"> • Working, as a sponsor, within project disciplines to deliver strategic change involving complex inter-dependencies and stakeholder interests; • Providing engaging leadership to diverse teams and colleagues, including effective leadership of senior managers; • Challenging and supporting colleagues at all levels • Leading organisational change and organisational culture 	
Knowledge	<ul style="list-style-type: none"> • Understand and apply good regulatory principles to the development and implementation of strategy • Understand how to promote diversity and inclusion and exemplify organisational values; 	
Personal Attributes	<ul style="list-style-type: none"> • Evidence of engaging effectively and with diplomacy to win the confidence of Board members and senior colleagues • Evidence of developing constructive working relationships with a wide range of stakeholders representing consumers, higher education and the profession 	

How to Apply

The recruitment process is being undertaken by Inclusive Boards on behalf of The Bar Standards Board. If you wish to apply for this position, please supply the following:

- A detailed CV setting out your career history, with responsibilities and achievements.
- A cover letter demonstrating by examples the essential experience, knowledge, and personal attributes described in the person specification as well as your motivations for applying.
 - Experience (suggested length - 500 words)
 - Knowledge (suggested length - 500 words)
 - Personal Attributes (suggested length - 500 words)
 - Motivations (suggested length - 300 words)
- A template can be downloaded [here](#)

If you have any questions or would like to arrange a call to discuss the role please email BSB@inclusiveboards.co.uk or call 0207 267 8369

Please submit your application through Inclusive Boards website www.inclusiveboards.co.uk/opportunities or email the documents to BSB@inclusiveboards.co.uk by 23.59 28/05/2023.

Handling your application

- We will process your application as quickly as possible and will keep you informed at key stages.
- We will acknowledge receipt of your application electronically and check it for completeness and eligibility. If you do not receive an acknowledgment, please check your spam and then contact BSB@inclusiveboards.co.uk.