

About the competency framework

The competency framework lists ways that a judge who is working effectively as a Circuit Judge might demonstrate each of the five competency areas relevant to this post.

This framework is aligned to the Judicial Skills and Abilities framework used by Courts and Tribunals Judiciary and Judicial College to ensure that role holders are assessed by the same measures at every stage of their career.

When considering your application and taking part in the selection process please think how your experience is transferable to the competencies listed below. Each example you give should apply to a specific competency area. You do not need to address every bullet point in your example, but you should seek to demonstrate the competency area as a whole, as expressed in the description under each title.

Evidence can be sourced from a range of experiences: either in-work activity or from activities that you participate in outside of work which require the competencies that we are looking for in this role.

Exercising Judgement

Demonstrates integrity and applies independence of mind to make incisive, fair and legally sound decisions

- Applies the relevant law and procedure correctly to progress the case.
- Confidently reaches decisions at every stage of a case that are soundly reasoned, and after full consideration of the arguments made.
- Communicates decisions and the reasons behind them clearly and in an appropriate manner.
- Demonstrates independence of mind.
- Ensures fairness; demonstrates integrity and acts without bias or prejudice, especially in challenging, complex situations.

Possessing and Building Knowledge

Possesses a detailed knowledge of own field(s) of law and practice. Demonstrates an ability and willingness to learn new areas of law and procedure when required and develop professionally

- Demonstrates detailed knowledge of the law and procedure in own field(s) of practice.
- Demonstrates an ability to acquire knowledge rapidly, especially of unfamiliar or complex subject matter.
- Keeps abreast of changes in law, new court processes and procedures, as well as wider society.
- Pursues continuous learning and professional development, regularly sharing relevant information and knowledge with others when appropriate.

Assimilating and Clarifying Information

Quickly assimilates information to identify essential issues, develops a clear understanding and clarifies uncertainty where necessary

- Effectively assimilates and processes large amounts of complex information from multiple sources.
- Identifies, and ensures the focus remains on, the relevant issues.
- Weighs material fairly in order to reach a reasoned decision, and recognises where further information is required.
- Keeps an open mind and does not reach premature conclusions.

Working and Communicating with Others

(‘Others’ includes judges and those involved in the administration of justice, as well as all court users, particularly non-lawyers.)

Values diversity and shows sensitivity to the different needs of individuals, communities and groups. Demonstrates effective communication skills and develops effective working relationships with all

- Works well in a team, is supportive of other colleagues and is receptive to the contributions of colleagues.
- Establishes authority and demonstrates courtesy, inspiring respect and gaining the confidence of others to maintain control and defuse tension when needed.
- Communicates effectively both orally and in writing in a manner appropriate to the situation in question, including, where necessary, simplifying the language used to ensure understanding by non-lawyers, in diverse physical or remote settings.
- Listens attentively to ensure a fair opportunity to all parties to present their case, whilst ensuring the efficient disposal of the proceedings.
- Shows an awareness of the importance of diversity, takes an anti-discriminatory approach and demonstrates sensitivity to the particular needs of different individuals, communities and groups.

Managing Work Efficiently

Works and plans effectively to make the best use of available resources

- Manages time and prioritises tasks to ensure efficient completion of workload, both in and out of court.
- Demonstrates resilience, responding calmly and flexibly to changing circumstances and pressure.
- Resolves problems independently, but seeks advice and offers assistance to others when appropriate.
- Embraces and makes full use of the latest technology to carry out the role in the most efficient way.