

# Competency Framework

## Deputy District Judge (Magistrates' Courts)

### About the competency framework

The competency framework lists ways that a judge who is working effectively as a Deputy District Judge (Magistrates' Courts) might demonstrate each of the five competency areas relevant to this post. These bullet pointed statements under each heading are referred to in the candidate guidance as behavioural indicators.

This framework is aligned to the Judicial Skills and Abilities framework used by Judicial Office and Judicial College to ensure that judges and judicial office 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 of a Deputy District Judge (Magistrates' Courts) listed below. Ensure you present examples in the specific competency area you are addressing. You do not need to address every bullet point in your example, but you should seek to demonstrate the competency area as a whole.

## Exercising Judgement

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

- Makes decisions with confidence, quickly identifies and applies the relevant law and procedure in deciding and progressing the case
- Demonstrates independence of mind
- Ensures fairness; demonstrates integrity and acts without bias and prejudice, especially in challenging, complex situations
- Communicates decisions in a timely and considered manner

## Possessing and Building Knowledge

Possesses a detailed knowledge of a relevant jurisdiction, law and practice. Demonstrates an ability and willingness to learn and develop professionally

- Demonstrates a detailed knowledge of law and procedure
- Demonstrates an ability to acquire knowledge quickly by effectively using different information sources, such as online databases
- Keeps abreast of changes in law and embraces new court processes and procedures
- Actively pursues continuous learning and professional development

## Assimilating and Clarifying Information

Quickly assimilates information to identify essential issues, develops a clear understanding and clarifies uncertainty through eliciting and exploring information

- Effectively assimilates and processes large amounts of information from multiple sources
- Critically analyses information and applies appropriate weight to it in order to reach a reasoned decision
- Identifies and focuses on the relevant issues and persuades others to do the same
- Keeps an open mind and does not reach premature conclusions

## Working and Communicating with Others

("Others" includes judges, magistrates and those involved in the administration of justice, as well as all court users)

Conducts proceedings appropriately, recognises diversity and shows an appreciation of the wider impact of communications.  
Builds rapport, demonstrating good communication skills and empathy

- Demonstrates courtesy and authority, inspiring respect and confidence in others by using effective verbal and non-verbal communication
- Listens attentively throughout to ensure all parties have a fair opportunity to present relevant evidence and information while progressing the case effectively
- Demonstrates confidence and openness to explore the views of others and to question their reasoning appropriately
- Shows an awareness of the importance of diversity and demonstrates sensitivity to the particular needs of different communities, groups and vulnerable individuals
- Communicates succinctly, tailoring language and style of communication to ensure complex information is understood
- Provides direction and uses appropriate strategies to maintain control and defuse tension when needed

## Managing Work Efficiently

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

- Manages own and court time and prioritises tasks to ensure efficient completion of heavy workload, both in and out of court
- Demonstrates resilience, responding calmly and flexibly to challenging events
- Resolves problems independently but seeks advice and offers assistance to others when appropriate
- Utilises available resources and makes full use of technology, particularly when conducting research