

About the competency framework

The competency framework lists ways a Regional Employment Judge who is working effectively might demonstrate each of the six competency areas relevant to this post.

This framework is aligned to the Judicial Skills and Abilities framework used by Courts and Tribunals Judiciary, and the 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 or examples, but you should seek to address the competency area as a whole, as expressed in the description under each title.

Leadership

Provides professional and pastoral leadership. Ensures the efficient and effective discharge of tribunal business and acts as the public face of the judiciary

- Provides clear direction, planning and identifying priorities to ensure effective discharge of tribunal business
- Leads the tribunal through personal example, working effectively with the judiciary, administration and HMCTS
- Inspires others through personal enthusiasm and commitment to public service and the delivery of justice
- Demonstrates approachability, offers support and encouragement to fellow colleagues
- Engages with others regularly to establish and improve performance at individual and jurisdictional levels
- Manages strategic issues and implements change successfully

Exercising Judgement

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

- Is prepared to sit on the most challenging and complex cases
- Reaches decisions which are soundly reasoned using a structured approach, fully considering the law and circumstances of each case
- Demonstrates independence of mind
- Ensures fairness; demonstrates integrity and acts without bias and prejudice, especially in challenging, highly complex situations
- Communicates decisions and provides guidance with confidence, in a timely and appropriate manner
- Shows appreciation of the impact of a decision, including its wider consequences

Possessing and Building Knowledge

Possesses a detailed knowledge of a relevant jurisdiction, law and practices. Demonstrates an ability and willingness to learn and develop professionally, encouraging others to do so as well

- Demonstrates extensive knowledge of the area of law and procedure of the jurisdiction
- Demonstrates a high ability to acquire knowledge, especially of highly complex subject matter
- Keeps abreast of changes in the law and wider society
- Actively pursues continuous learning and professional development
- Regularly shares relevant information and developments with others when appropriate and encourages others to do so too

Assimilating and Clarifying Information

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

- Demonstrates speed in assimilating and processing large amounts of complex information from multiple sources
- Keeps an open mind and does not reach premature conclusions
- Evaluates and balances the material in order to reach a reasoned decision
- Identifies and focuses on the relevant issues and encourages others to do the same
- Identifies information gaps and appropriate means for obtaining further details

Working and Communicating with Others

(‘Others’ includes judges and those involved in the administration of justice, as well as all tribunal users)
Values diversity and shows empathy and sensitivity to the different needs of individuals. Demonstrates good communication skills and develops effective working relationships with all

- Demonstrates courtesy and authority, instilling confidence in others by using effective verbal and non-verbal communication
- Listens attentively and patiently, providing all parties with a fair opportunity to present relevant evidence and participate fully in the hearing
- Shows an awareness of the importance of diversity, takes an anti-discriminatory approach and demonstrates sensitivity to the particular needs of different communities and groups
- Communicates succinctly and in a well-reasoned manner, using technical language only when necessary, ensuring that complex information is understood
- Provides direction, when needed, using appropriate strategies to maintain control and defuse tension

Managing Work Efficiently

Works and plans effectively to make the best use of resources available to deliver an efficient Judicial system

- Manages own and court time and prioritises tasks to ensure efficient completion of heavy workload, both in and out of court
- Resolves problems independently but seeks advice and offers assistance to others when appropriate
- Demonstrates resilience and deals effectively with high pressure situations
- Responds calmly and flexibly to changing circumstances
- Utilises available resources, promoting available technology to carry out the role in the most efficient way