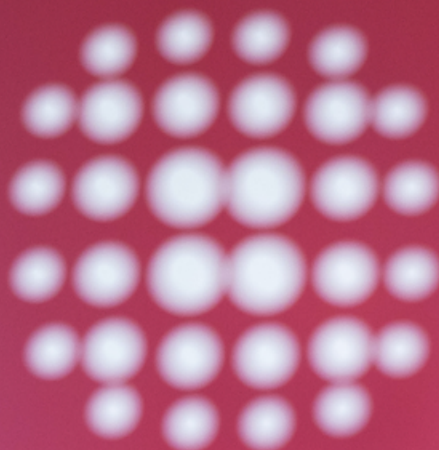




Director of Education and Training Recruitment Pack



Awdurdod
Rheoleiddio
Cyfreithwyr

Rheoleiddio
Cyfreithwyr
Awdurdod

Contents

| | |
|----------------------------------|----|
| About us. | 3 |
| How we work | 4 |
| Our people | 6 |
| Background to the role | 7 |
| The role | 8 |
| Person specification | 10 |
| Terms of appointment. | 11 |
| How to apply | 12 |
| Eligibility criteria | 14 |
| Equal opportunities | 15 |





The Solicitors Regulation Authority is the largest regulator of legal services in England and Wales, covering around 90% of the market. We regulate more than 200,000 solicitors and around 9,000 law firms. Our mission is to strengthen public confidence in legal services.

Today, two-thirds of the public say they have that confidence. Our responsibility is to protect and further build that trust.

Our focus is on the issues that can transform legal services:

- **Setting the high standards the public expects:** every solicitor must meet the same, demanding standard of knowledge by passing the Solicitors Qualifying Examination. Law firms and other legal businesses must pass our rigorous checks before they can operate.
- **Preventing harm and protecting consumers when things go wrong:** We are developing our approach to regulation, to provide early warning of potential problems. When a firm collapses, we will move quickly to protect client money and any files relating to their case. Where dishonesty

within a legal services provider means a client loses money, we will provide compensation. And where standards fall short, we will hold those responsible to account, closing businesses or referring individual solicitors to an independent tribunal where needed.

- **Supporting the use of new technology and innovation:** we are working to create an open and competitive legal market, providing modern, accessible and affordable services.

You can read more about our work in [our Corporate Strategy 2023–2026](#).



How we work

Regulatory framework

We operate within a statutory framework provided by the Solicitors Act 1974, the Administration of Justice Act 1985 and the Legal Services Act 2007.

We also operate within the framework provided by General Regulations (which set out the relationship between us and The Law Society) and by formal guidance in accordance with the rules and guidance provided by the oversight regulator, the Legal Services Board.

Together, the statutory framework provides that we must act in a way that is compatible with the need to:

- protect and promote the public interest
- support the constitutional principle of the rule of law
- improve access to justice
- protect and promote the interests of consumers
- promote competition in the provision of legal services
- encourage an independent, strong, diverse and effective legal profession
- increase public understanding of the citizen's legal rights and duties
- promote and maintain the professional principles
- promote the prevention and detection of economic crime
- make sure that best regulatory practice is adopted.

How we work continued...

Structure, governance and management of the SRA

Established in 2007, the SRA was previously called the Law Society Regulation Board. We changed our name to emphasise our independence and to make what we do clearer. Since 2021, the SRA has been operating independently, as a company limited by guarantee.

Our work is overseen by our Board, currently consisting of 10 members – four solicitors and six lay people (one of whom chairs the Board).

- Our strategy sets out how we aim to work and is determined by our Board.
- Our [committees](#) assist the Board in its work.
- Our management team, led by the Chief Executive, implements our strategy.
- Our work is guided by documented [decision-making principles](#).
- We regularly publish [reports about our work](#).



Our mission is to strengthen confidence and trust in legal services and our people are central to delivering this.

Our [values and behaviours](#) describe who we are as an organisation and help shape our culture.

We are a diverse organisation of around 900 staff and most colleagues have hybrid work arrangements, blending home working with in-

person collaboration at one of our offices. Our head office is in [Birmingham](#) and we have offices in [Cardiff](#) and [London](#).

Hear staff talk about what it is like to [work at the SRA](#) from our Birmingham office.





Background to the role

We set the education and training standards for solicitors to make sure the people we allow into the profession are competent. This is so that people who use legal services get a proper standard of service from their solicitor.

We introduced the Solicitors Qualifying Examination (SQE) in 2021 to provide a single, rigorous assessment for all aspiring solicitors. The SQE means that anyone wishing to qualify as a solicitor in England and Wales will meet consistent and high professional standards.

The SQE route has reshaped solicitor training, removing unnecessary barriers and providing more flexibility. It ensures that every aspiring solicitor is assessed to the same high standard, regardless of background or how they studied.

Once qualified, solicitors and registered lawyers must maintain their competence to carry out their roles, keeping their knowledge and skills up to date. Maintaining public trust in the profession means making sure solicitors remain competent throughout their careers.

Reporting to the Executive Director of Strategy, Innovation and External Affairs, the Director of Education and Training will make sure that the SRA's education, assessment and continuing competence requirements deliver the regulatory outcomes and further the organisation's strategic objectives.

Working as part of the wider senior leadership team, the postholder will role model our values and behaviours and provide inspirational leadership across the wider organisation.



The role

Reporting to the Executive Director of Strategy, Innovation and External Affairs, the Director of Education and Training will make sure that the SRA's education and assessment requirements deliver the regulatory outcomes and further the organisation's strategic objectives.

They are responsible, collectively with the directors of the other key regulatory functions, for the delivery of outcomes-focused, risk-based regulation across the SRA.

Key responsibilities of the role

- Responsible for professional qualification and assessment practices and oversight of the running of professional assessments for admission as a solicitor in England and Wales.
- Providing advice on educational policy and strategic development to the Executive Management team.
- Responsible for educational policy development to assure high standards and promote a diverse profession.
- Working across the organisation to make sure the education strategy aligns with the regulatory work of the organisation.
- Representing the SRA at events and conferences and taking the lead in promoting the SRA's educational policy work externally.
- Accountable for the successful strategic and operational delivery of partner organisations which provide professional qualification assessment services on behalf of the SRA.
- Ensuring that the assessments and qualifications specified by the SRA for admission as a solicitor of England and Wales, or in order to practise in particular areas, are dependable (valid, reliable, fair, cost-effective and manageable) and promote public confidence in the regulated community.
- Scanning the long-term horizon for risks and other events which may have an impact on professional standards, fulfilment of the SRA's education policy or on the education market.

The role continued...

- Leading, inspiring and coaching the Education and Training team.
- Overseeing and contributing to the evaluation of a complex long-term evaluation project.
- Developing and maintaining appropriate working relationships between the SRA and key academic and research institutions and educational policy makers.
- Carrying out any other reasonable additional duties as required by the SRA to be able to fulfil the role's key result areas.



Person specification

Knowledge, skills and experience

To succeed in this role, our new Director of Education and Training should have:

Essential

- Significant experience of effective strategic leadership and management in a relevant policy field.
- Demonstrable accomplishments in delivering complex policy to produce effective outcomes.
- Ability to foster, build and manage complex stakeholder relationships and influence favourable outcomes, working with delivery partners to develop and maintain effective, open and productive relationships.
- Understanding of professional assessment practice and able to oversee the running of professional assessments.
- Skills as a highly capable public speaker and facilitator, able to represent the SRA externally and command the confidence of external stakeholders and the regulated community.

- People leadership and management expertise.
- A demonstrable commitment to diversity and inclusion.

Desirable

- Previous experience of operating in a legal or regulatory framework.
- Previous experience of professional qualification oversight in a comparable leadership position.
- An understanding of the SRA's regulatory objectives and how they can be supported by education and training provision.
- Capability and expertise in overseeing the successful delivery of strategic and operational services through partner organisations.



Terms of appointment

Location

Our main office is in Birmingham, but this role can also be based in either London or Cardiff.

We have adopted a hybrid working model with a blend of home working and office presence of two days a week for those in a leadership role.

If not based from our Birmingham office, the postholder will need to travel at least once a week to Birmingham, which is where most of the team are based.

Travel

Regular travel across the UK as needed for internal and external stakeholder engagement.

Salary

Remuneration will reflect the seniority of the role and will be negotiated with the preferred candidate.



How to apply

Saxton Bampfylde Ltd is acting as an employment agency adviser to the SRA on this appointment. Candidates should apply for this role through its website at www.saxbam.com/appointments using the code **QAFAAF**.

The closing date for applications is noon on Thursday 13 November 2025.

Click on the 'apply' button and follow the instructions to upload a CV and supporting statement (maximum two pages) that outlines your interest in our organisation and role and your fit against the criteria outlined in this pack.

Referees will not be approached without prior permission from candidates.

Please complete the equal opportunities monitoring form as part of the application process. This form will not be shared with anyone involved in assessing your application and will be treated as strictly confidential.

If you are unable to apply through the website, please email belinda.beck@saxbam.com quoting reference **QAFAAF**.

Key dates

The closing date for applications is noon on Thursday 13 November 2025.

Following a long-listing meeting of the selection panel on 18 November 2025, long-listed candidates will be invited to attend a preliminary interview with Saxton Bampfylde.

Following a short-listing meeting of the selection panel on 5 December 2025, short-listed candidates will be invited to attend an interview with the selection panel on 15 December 2025.

Please note, the timelines for this campaign may be subject to change.

Saxton Bampfylde

How to apply continued...

GDPR personal data notice

Data will be held in secure conditions with access restricted to those who need it in connection with dealing with your application and the selection process. Data may also be used for the purposes of monitoring the effectiveness of the recruitment process, but in these circumstances will be kept anonymous. The equal opportunities monitoring form is used for monitoring the selection process only. You can access further information about [privacy, data and information](#) on the SRA's website.



Eligibility criteria

To be an effective regulator, and to maintain public confidence in the profession, the SRA must earn and retain the trust and confidence of the public and the profession.

Please therefore declare:

- whether you have been committed to prison in any civil or criminal proceeding
- whether you have any criminal convictions (other than minor road traffic offences for which no custodial sentence was given)
- whether, to the best of your knowledge, you are under investigation in respect of professional misconduct or under criminal investigation
- whether you have had a court judgment against you
- any actual or potential conflicts of interest.

Disclosure of criminal convictions and cautions is governed by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended).

As part of the due diligence checks, the employment adviser will consider anything in the public domain related to your conduct or professional capacity.

This includes undertaking searches of previous public statements and social media, blogs or any other publicly available information. This information may be made available to the panel, and it may wish to explore any issues with you, should you be invited to interview.

You also agree to the SRA carrying out checks into any past or current findings or investigations relating to professional misconduct as part of the recruitment process. If you have any queries or would like to discuss further in confidence, please contact the agent representative.

Failure to disclose any material matter will normally have an adverse effect on your application.



Equal opportunities

Equality, diversity and inclusion are central to everything we do, both externally and within the SRA. We know a fully diverse legal sector is important for the users of legal services, for wider public confidence and, of course, for all those who work in the sector. And we know that we have a leadership role in demonstrating diversity in action, and that we are a better organisation because of it.

So we value, respect and celebrate diversity in our workplace and the benefits it brings to our culture and how we work as an organisation.

More information about our [equality diversity and inclusion work](#) is available on our website, as is the [annual report on the profile of our workforce](#).

We are an equal opportunities employer and positively encourage applications from suitably qualified and eligible candidates, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We are positive about recruiting people with disabilities and have the Disability Confident accreditation. We operate a guaranteed interview scheme for disabled people (as defined in the Equality Act 2010) who meet the essential criteria for this appointment as outlined under 'person specification'. Applicants who wish to apply for consideration under this scheme should make that clear to the employment adviser.

Please see [our website](#) for further information.

If you require any reasonable adjustment or have any queries with regard to the application process, please contact the employment adviser.