



**Law  
Commission**  
Reforming the law

# Joining the Law Commission

- 1. Welcome
- 2. About us
- 3. Lawyer Q&A
- 4. Benefits
- 5. Diversity & Inclusion



# Welcome from the Chair



The Law Commission is a small, independent organisation which plays a central role in Government. At any one time we might have about 25 law reform projects ongoing, covering a huge range of complex and significant issues. We have a high implementation rate which means that Government and Parliament appreciate the work that we do.

The Law Commission comprises lawyers and researchers with specialist knowledge of their subject, but also of consultation techniques, Parliamentary procedures and legislative drafting. We provide a resource to Government and Parliament which cannot be replicated. Our reports are often world leading. Our lawyers have inquiring minds and apply very rigorous standard of analysis and drafting. You would really enjoy grappling with difficult legal questions and policy developments. For example, we are working on a range of cutting-edge issues relating to the application of AI in various policy fields, and the intricacies of the digital economy. We also take on projects with novel issues of environmental protection.

Above all, the Law Commission is a friendly and collegiate body. The work is stimulating and there is a high premium placed upon the quality of output. What we do really matters, and we strive to do it very well. Our lawyers are the engine room of this organisation, and in that role you would have a real chance to make a difference.

Sir Nicholas Green



# Welcome

## from the Joint Chief Executives



We are really thrilled that you're thinking about the Law Commission for your next career move.

Our unique role – independent, but at the heart of Government – offers stretching, high quality work, stimulating debate leading practitioners and academics, the chance to make a positive difference to our society, access to outstanding learning and development, and better work-life balance.

We want brilliant, innovative lawyers from a wide range of backgrounds to join our team. The Law Commission offers an unrivalled opportunity to work on some of the most complex legal and policy questions facing our society. But our lawyers are not just lawyers. They are skilled in policy making, stakeholder engagement, legislative procedure, project management and leadership. They examine legal and policy issues from every angle; engage closely with a huge range of stakeholders from all walks of life; draft clear and compelling consultation papers and reports; and work with Government officials to take our work forward in Parliament.

If you are looking for a new opportunity but want to be challenged; if you want work/life balance but feel a sense of purpose in your work; and if you care about making positive change that improves lives – we are looking for you.

Stephanie Hack & Joanna Otterburn



# About Us



## The Law Commission was created under the Law Commissions Act 1965 to...

- Keep the law of England and Wales under review, and
- Recommend reform where it is needed.

The Commission's recommendations for law reform can have a profound effect on the lives of citizens: we seek to simplify the law and make it more accessible to everyone. As a result of our work, many areas of the law have been the subject of systematic investigation and improvement.

Every few years we draw up a programme of law reform and agree it with Government. In addition, we take on projects referred to us by Government which address some of the biggest and most complex issues of the day.

The decision to implement our recommendations is a matter for Government and Parliament. More than two-thirds of our recommendations have been implemented.

We pride ourselves on our vigorous objectivity and independence, as well as the thoroughness and intellectual rigour that we bring to each project.



**Law  
Commission**  
Reforming the law

# The Recruitment Process

The Law Commission recruit using the Success Profiles Framework.

The Framework is used across the whole Civil Service. It offers a flexible recruitment system that can be tailored to individual roles.

This means we can advertise for exactly what we are looking for and you are clear for the requirements of the role.

The Framework is comprised of five elements. Not every element will be used to recruit for every role so make sure to check which ones are being assessed in the job advert.

At the sift stage, most roles in the Law Commission are likely to ask for Behaviour Examples and/or a CV.

If you are successful at sift stage and have met any additional requirements you will be invited to interview.

All elements of the Success Profiles Framework, except ability, could be assessed during an interview.

**Behaviours**  
**Strengths**  
**Ability**  
**Experience**  
**Technical**



# Q&A with a Commission lawyer



My name is Christine Land, I am a lawyer in the Property, Family and Trust Team, and I've worked at the Commission for 5 and a half years.

**What is it like working at the Law Commission?**

I find the work of the Commission intellectually stimulating, and there is a wide variety of work available. In the life cycle of a project (which is usually a number of years) I have engaged with policy officials to set the terms of reference for the project, met with key stakeholders to discuss how the law can be improved, developed policy recommendations, written and published reports, presented at consultation events, analysed consultation responses and have drafted instructions to turn our recommendations into legislation.

**What has been your career highlight whilst working here?**

Publishing a report on commonhold reform. I had to grapple with number of very tricky legal and policy questions (such as how leaseholders in a block of flats might be able to turn their building into a commonhold without everyone's agreement), and it was satisfying to come up with solutions to present to Government. More generally, I have worked with some great colleagues and have enjoyed building relationships with the research assistants that I have line managed over the years.



# Q&A with a Commission lawyer



What opportunities have you been given whilst working at the Law Commission?

I have always wanted to work behind the law, to improve the law and make it more accessible, rather than just applying the law, and this job has given me the opportunity to do this. Learning and development is also very important to me, and I have had some interesting opportunities while at the Commission. In particular, I was able to work with office of parliamentary counsel to help draft a Law Commission Bill, I attended a short secondment within a Government department to learn more about policy making and have attended various leadership courses.

What advice would you give to someone who is interested in working at the Law Commission?

I think it is important to be yourself and feel confident enough to share your ideas. I feel quite strongly that, as we are working on behalf of everyone in England and Wales, we should also have a diverse range of voices and experiences. Obviously, the academic side is important, but I also think the softer skills should not be underrated. Interpersonal skills are very important when working as a team and engaging with stakeholders and it is essential to be able to explain complicated ideas in a way that everyone will understand.

# Benefits



## Flexible Working & Flexitime

The Law Commission is proud to offer flexible working, including compressed hours, part time working, job share and hybrid working, to encourage a positive work/life balance. Flexitime means that you are able to vary your working times provided you work the contracted 37 hour week and are in for core hours.

---

## Learning & Development

The Law Commission is committed to staff development and offers an extensive range of training and development opportunities, including up to 5 days each for volunteering and development.

---

## Civil Service Pension

The Civil Service offers a choice of pension schemes, with significant employer contribution, giving you the flexibility to choose the pension that suits you best.

---

## Annual Leave

Generous allowances for paid holiday starting at 25 days per year, and rising to 30 days after 5 years of service. There is also a scheme to allow qualifying staff to buy or sell up to three days leave each year. You will also receive additional paid time off for public holidays and 1 privilege day.



# Diversity & Inclusion

The recommendations we make to Government cover a broad range of societal issues. It is therefore crucial that we understand the myriad of communities in England and Wales.

To achieve this, we must embrace diversity and inclusion in our law reform work and in our workforce, bringing in a range of experiences and perspectives to strengthen our performance and impact. The Law Commission is thus championing diversity and inclusion so we can build an organisation that is open, inclusive and truly understands the needs of our employees and the society we serve.

We strive to create a culture where everyone feels they belong. Therefore, we are committed to being a non-discriminatory employer. We provide equal opportunities for employment and development in all areas of our work.

