



The regulator of solicitors and law firms in England and Wales



Deputy Executive Director Strategy,
Innovation and External Affairs
recruitment pack





An introduction

We work to protect members of the public and support the rule of law and the administration of justice

The Solicitors Regulation Authority Limited (SRA) is the regulator of solicitors and organisations providing legal services in England and Wales. This covers both solicitor firms and other bodies licensed under the Legal Services Act 2007 (LSA) and the people employed within those firms and bodies, and law firms in England and Wales. We sit within The Law Society Group as a separate company limited by guarantee; we have our own governance arrangements and operate independently.

We work to protect members of the public and support the rule of law and the administration

of justice. We do this by overseeing all education and training requirements necessary to practise as a solicitor, licensing individuals and firms to practise, setting the standards of the profession and regulating and enforcing compliance against these standards.

We are the largest regulator of legal services in England and Wales, covering around 90% of the regulated market. We oversee some 220,000 solicitors and almost 10,000 law firms.



About us

Our ambition is to enhance confidence in legal services

Our purpose is to protect the public by ensuring that solicitors meet high standards and by acting when risks are identified. All solicitors follow the same professional principles and code of conduct. We provide support and guidance to help them do so.

We deliver a range of proactive and risk-based activity, using robust evidence based on our data, insights and intelligence. We will also place our customers at the heart of all we do, working as an authoritative, inclusive and responsive organisation.

We want to be an authoritative, credible regulator, providing leadership to the legal sector on key

public interest areas and valued insights to help shape wider societal debate, particularly in areas relating to access to justice, ethical practice and the delivery of a diverse, inclusive and effective legal market.

This will be built on the foundation of doing our core work well – public protection and setting and maintaining of high standards for the profession has to be the priority for effective regulation, and delivering excellent service.

We operate within a statutory framework provided by the Solicitors Act 1974, the Administration of Justice Act 1985 and the LSA. 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
- make sure that best regulatory practice is adopted.

We are currently consulting on our new corporate strategy for 2023–2026, which sets out four strategic priorities. We will:

- deliver high professional standards
- strengthen our risk-based and proactive regulation
- support innovation and technology
- be an authoritative and inclusive organisation, meeting the needs of the public, consumers, those we regulate and our staff.



The role

Providing inspirational leadership across the organisation and working collaboratively

Reporting to the Executive Director Strategy, Innovation and External Affairs, the postholder will provide inspirational leadership across the organisation and work collaboratively with the executive and senior management teams.

This new, pivotal role is key in delivering the strategic priorities of the organisation and articulating these effectively at all levels within the SRA.

The Deputy Executive Director Strategy, Innovation and External Affairs will play a key role in organisational positioning and reputation management and act as a spokesperson and ambassador for the SRA on a range of matters.

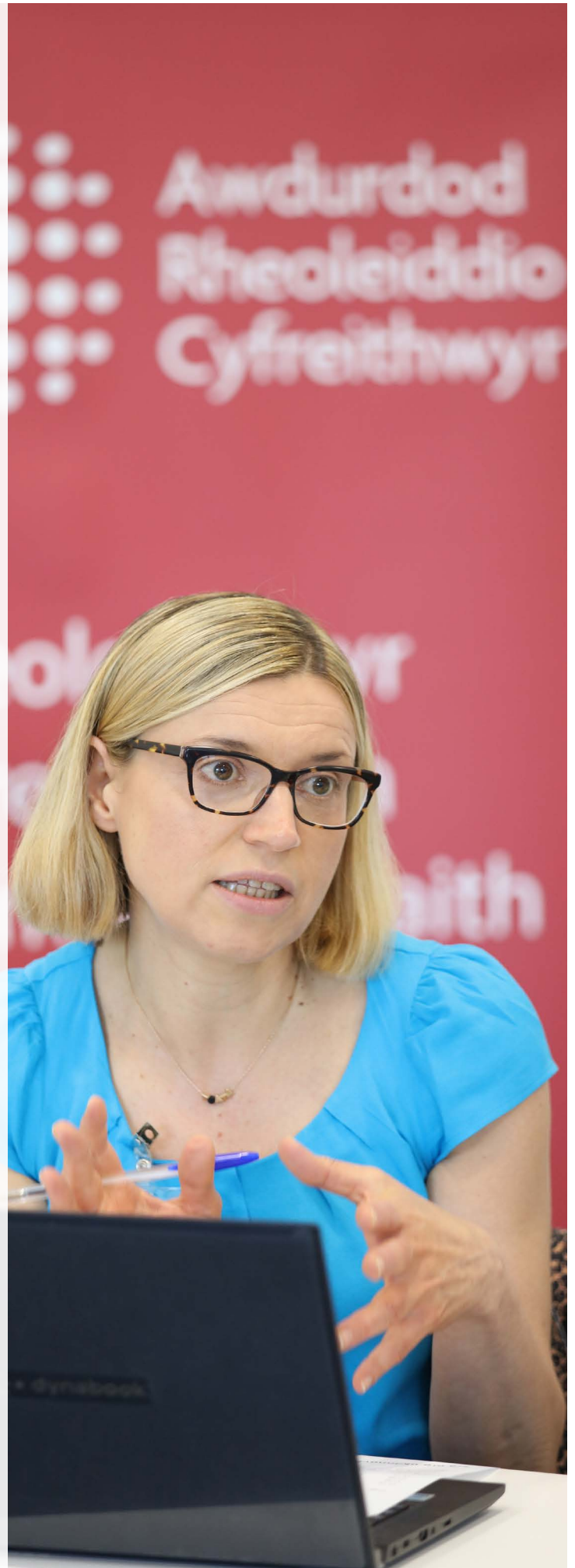
They will also deputise for the Executive Director of Strategy, Innovation and External Affairs when necessary.

Key responsibilities

The postholder will lead a mixed team, delivering the role's core responsibilities of approximately 50 staff.

In particular, they will:

- Be accountable for the delivery of the external affairs functions – including external communications and public affairs in England and Wales; and internal communications.
- Be a key contributor to decision making at executive and Board level.
- Develop and deliver the SRA's engagement strategy, exerting influence across the professional and the public arenas, and building on the growing reputation of the SRA's work domestically and internationally.
- Be accountable for development, delivery and evolution of the communications strategy (covering all stakeholder groups and channels) that supports the SRA to deliver its corporate strategy.
- Position the SRA as a regulatory thought leader, using data and information to inform and drive the communications strategy.
- Senior-level stakeholder engagement – acting as a spokesperson and ambassador for the SRA on a range of matters.
- Provide leadership and management to both the directorate and direct reports ensuring a culture that accords with our corporate values – proactive, inclusive, customer-focused and accountable.
- Develop strategies to ensure the SRA actively engages with underrepresented groups to drive change.
- Use data and intelligence to inform our decision making, and to share our insight and learning in a way that is engaging and relevant to different audiences.





Person specification

Knowledge, skills and experience

To be successful in this role you will be able to demonstrate your capability and potential against the following criteria.

Requirements:

- Personal authority, credibility and political awareness to influence and build and maintain effective internal and external stakeholder relationships.
- Extensive experience working in communications at a senior level across functions including media relations and reputation management, in a comparable organisation(s), working successfully with a diverse range of internal and external stakeholders.
- A strategic leader who is used to being highly involved in business decisions, with a strong track record delivering practical and innovative responses to complex issues, both internally and externally.
- A visionary storyteller with proven ability to develop and apply the most modern communications approaches.
- Highly experienced public speaker and facilitator, able to represent the organisation externally at events and conferences.
- Experience of external and parliamentary affairs on a national level, with a good understanding of the English and Welsh political landscape.
- First-class communications skills, both written and verbal.
- Proven leadership and people management experience of multi-disciplinary teams in a comparable role.
- A proven track record of working at a senior level, interacting with senior figures from within the organisation and elsewhere.
- A proven commitment to promoting an inclusive culture.
- Excellent political antennae and judgment, demonstrated in a complex stakeholder environment.
- Excellent interpersonal skills with the ability to build and manage complex stakeholder relationships and represent the SRA effectively with senior external stakeholders, while at the same time working with the Chief Executive, SRA Board and senior management team.

Terms of appointment



The Cube offices, Birmingham

Our main office is in Birmingham, and we also have offices in London and 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.

This role will be based either from our London office or our main office in Birmingham.

The postholder will need to travel frequently to meet external and internal stakeholders.

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 Solicitors Regulation Authority on this appointment.

Candidates should apply for this role through the website at www.saxbam.com/jobs using the code **QAFAAD**.

Click on the **'apply'** button and follow the instructions to upload an up-to-date CV and a supporting statement (maximum two pages) that outlines your interest in our organisation and role, and your fit against the criteria

outlined in this pack and complete the application and equal opportunities monitoring* form.

The closing date for applications is noon on 7 July 2023.

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

Saxton Bampfylde

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.



Equal opportunities

We value, respect and celebrate diversity in our workplace and the benefit it brings to our culture

Equality, diversity and inclusion (EDI) 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.

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

[You can find information about our EDI work](#) and [our annual report on the profile of our workforce](#) on our website.

We are an equal opportunities employer and positively encourage applications from suitably qualified and eligible candidates, regardless of

gender, race, disability, age, sex, sexual orientation, gender reassignment, religion or belief, marital status, or pregnancy and maternity.

We are positive about recruiting people with disabilities and have the [Disability Confident accreditation](#). We are a recognised [Stonewall Diversity Champion](#) and a member of the [Employers Network for Equality and Inclusion](#). [Please see our website for further information](#).

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 in the Person Specification. Applicants who wish to apply for consideration under this scheme should make that clear on the Diversity Monitoring form.

Please contact Saxton Bampfylde if you would like to receive this document in an alternative format.