



Ministry
of Justice

Andy Slaughter MP
Chair, Justice Select Committee
House of Commons
London
SW1A 0AA

The Right Honourable
Shabana Mahmood MP
Lord Chancellor & Secretary
of State for Justice

MoJ ref: SUB125466

3 July 2025

Dear Andy,

RECRUITMENT OF THE CHAIR OF THE JUDICIAL APPOINTMENTS COMMISSION

I am writing to you in my capacity as the Lord Chancellor, responsible for appointing the Chair of the Judicial Appointments Commission (JAC).

The Chair of the JAC is a public appointment that is subject to pre-appointment scrutiny by the Justice Committee. The incumbent, Helen Pitcher OBE's tenure will expire on 31 December 2025, and she will not be serving a second term.

As the Chair of the JAC is a public appointment that is subject to pre-appointment scrutiny by the Justice Committee, I would like to invite your views on the job description and campaign arrangements set out at **Annex A**.

The post will be advertised shortly on the Cabinet Office Public Appointments website and my officials will be in touch with the Committee to identify a suitable date for the hearing to take place.

I would welcome a prompt response as this will allow us to launch the campaign.

Yours sincerely,

RT HON SHABANA MAHMOOD MP

LORD CHANCELLOR AND SECRETARY OF STATE FOR JUSTICE

ANNEX A – JUDICIAL APPOINTMENTS COMMISSION – CHAIR RECRUITMENT PLANS**Eligibility**

- The Chair must be a lay member; a person resident in England or Wales who has never held any judicial office; cannot have ever been a practising lawyer; and cannot be employed in the Civil Service of the State.

Job Description

- Uphold the principles of judicial independence and the recruitment, on merit, of a high-calibre, diverse judiciary on the basis of fair and open competition.
- Be the public face of the Commission, promoting and acting as an ambassador for its work and the rule of law; playing a leading role in cooperation with the Lord Chief Justice and Lord Chancellor and other partners in securing a more diverse judiciary.
- To Chair Commission meetings ten times per year in London, bringing their experience and judgement to bear on a range of important strategy, governance and policy issues.
- Support Commissioner recruitment, by the Ministry of Justice, and to lead, manage, motivate, and appraise Commissioners.
- Lead the Commission's engagement with any Public Bodies Review of the Commission, that might take place, during the Chair's tenure
- Oversee the implementation of the Commission's strategy and priorities.
- Develop and maintain an effective partnership with the Chief Executive to hold them to account to ensure the delivery of the Commission's strategy and priorities including a high volume of judicial appointment recruitment exercises.
- Establish strong and constructive working relationships with the judiciary, the Lord Chancellor, Parliament, senior civil servants, the legal profession and other key stakeholders.
- Sit on selection panels for the most senior and/or sensitive appointments alongside other Commissioners.

Essential criteria

Candidates will be able to demonstrate the following:

- Personal integrity, sound judgement, discretion, strong communication skills and a personal style that demonstrates authority, trust and humility.
- An appreciation of the importance of the judiciary, its constitutional position, relationship with other branches of Government, and independence and that of the JAC.
- A commitment to recruitment on merit and on the basis of fair and open competition, working with the Lord Chief Justice and the Lord Chancellor as each discharges their statutory duty to encourage judicial diversity.

- Substantial current understanding and/or experience of making senior appointments including an appreciation of the need for diversity, whilst maintaining merit, alongside the value of outreach and technology.
- Experience of and ability to chair and effectively handle the relationship between the Board and the Executive, including experience of working within significant budgetary constraints and in driving innovation to deliver value for money.
- Outstanding leadership skills and experience to sustain and develop effective relationships, manage due corporate governance aspects and guide the Commission through challenges.
- The ability to provide proportionate and practical solutions which withstand public scrutiny.

Remuneration and time Commitment

- Non-pensionable remuneration of £577 per day for two days service per week.

Tenure

- Three years

Panel

- Lord (Gerard) Lemos CMG CBE (Panel Chair)
- The Rt Hon Baroness (Sue) Carr of Walton-in-the-Hill DBE, Lady Chief Justice
- Baroness (Eliza) Manningham-Buller LG DCB



Justice Committee

The Rt Hon. Shabana Mahmood MP
Lord Chancellor & Secretary of State for Justice

By email only

15 July 2025

Dear Shabana

RECRUITMENT OF THE CHAIR OF THE JUDICIAL APPOINTMENTS COMMISSION

Thank you for notifying the Committee that recruitment of the Chair of the Judicial Appointments Commission is about to commence and for inviting our views on the job description and campaign arrangements.

While we have no specific comments in relation to the job description, we would be grateful if could provide more detail on the campaign arrangements and timeline, setting out in particular the campaign closing, sift and interview dates. We would also be grateful for an estimate of when you anticipate the post-holder starting in position. The Committee can then consider when it may be able to hold a pre-appointment hearing.

Yours sincerely,

Andy Slaughter MP
Chair
Justice Committee