



Candidate Information

Head of Immigration – HI-04-21

Head of Social Security – HSS-07-21

Head of Employment – HE-02-21

March 2021

Do you want to use the law to make a difference? Are you passionate about social justice?

If you want a fulfilling job with the opportunity to use your experience and legal skills to change peoples' lives, then join us.

Law Centre NI (LCNI) is recruiting three new senior roles. This is your opportunity to use your legal skills and experience to make a real difference to people right across NI.

LCNI is a regional not for profit that works for social justice in NI. If you are self-motivated with the passion, skill and energy for affecting progressive social change, we'd love to hear from you.

These are pivotal roles in progressing the LCNI's work across communities. You will lead a small, specialist team, using the law to change peoples' lives.

We're looking for committed, enthusiastic and skilled professionals to join us in the following roles:

- Head of Employment
- Head of Immigration
- Head of Social Security

These are interesting, challenging and rewarding roles at LCNI. The work spans initial legal advice and outreach, casework and representation before the first-tier tribunals and higher courts, including strategic litigation that seeks to achieve progressive social change; public legal education; research and policy advocacy and the development of future social justice lawyers through academic partnerships and trainee schemes. You will also be part of a wider network of law centres as LCNI is also a member of the Law Centre Network.

If you want to make a difference, working in partnership to achieve our strategic goals and objectives, then we want to hear from you.

Thank you for your interest in these posts and our work. For more information about each of the posts and to download the application packs, please visit <https://www.lawcentreni.org/careers>

Candidate Information: Head of Social Security

The Head of Social Security will be a lead social security expert in NI. You will provide support and guidance to the sector and be a 'go-to' source of support for frontline advice organisations on all aspects of social security law in NI.

The Head of Social Security will be responsible for ensuring that social security law is correctly applied in NI, progressing cases before the Commissioner and, where necessary, will advance strategic litigation to clarify the law. Recent examples, include challenges to the application of bereavement benefits and terminal illness rules in NI (*O'Donnell* [2020] NICA 36 and *Cox* [2020] NIQB 53).

In a fast-changing legal and policy environment, you will ensure that the sector, Department and policy makers understand the impact of the application of social security law, policy and practice in NI and informs legal and policy development. You will work alongside policy, training and other colleagues to ensure that the sector in NI is well-supported with authoritative legal resources. You will work across LCNI's networks to contribute social security expertise where required e.g. the *Cliff Edge Coalition* that advocates for the retention and strengthening of welfare reform mitigations in NI is co-convened by LCNI.

As well as strong legal skills, we are seeking an individual who can effectively lead the day-to-day management of a small, specialist team, providing leadership on all aspects of their social security work.

- **Closing date for receipt of applications: 16.00 on Monday 22 March 2021**
- **Anticipated interview dates: w/c 29 March 2021**

Candidate Information: Head of Immigration

The Head of Immigration will be a lead immigration expert in NI. You will be a 'go-to' source of support for community organisations across NI on all aspects of immigration law.

The Head of Immigration will be the senior immigration lead in our **Migration Justice Project (MJP)**. You will give advice and progress cases on behalf of our clients on all aspects of immigration law, including asylum, refugee law, anti-trafficking, NRPF, family re-union, complex EUSS issues. Where necessary, you will advance strategic litigation to clarify the law. Currently our focus is on strategic legal cases relating to family reunion, delays and asylum.

This is an exciting time to join the Migration Justice Project at LCNI. With the significant changes in the immigration landscape following the UK's exit from the EU, you will ensure that the sector, relevant NI and Westminster departments and policy makers understand the impact of the application of immigration law, policy and practice in NI that informs legal and policy development. You will work closely with the MJP's Senior Research & Policy Officer and Community Engagement Officer as well as with policy, training and other colleagues to ensure that the sector in NI is well-supported with authoritative legal support and resources. You will work across LCNI's networks to contribute immigration expertise where required, including the Anti-Trafficking Monitoring Group, the Refugee & Asylum Forum and other bodies.

As well as strong legal skills, we are seeking an individual who can effectively lead the day-to-day management of a small, specialist team, providing leadership on all aspects of their immigration work.

- **Closing date for receipt of applications: 12.00 on Friday 26 March 2021**
- **Anticipated interview dates: w/c 12 April 2021**

Candidate Information: Head of Employment

The Head of Employment will be a lead employment expert in NI. You will provide support and guidance to the sector and be a 'go-to' source of support for frontline advice organisations on all aspects of employment law in NI.

The Head of Employment will be the senior employment lead in our **Employment Rights Project**, responsible for ensuring that employment law is correctly applied in NI, progressing cases before the tribunal and, where necessary, will advance strategic litigation to clarify the law.

The economic impact of COVID-19 has shone a light on the challenges in the employment law sphere in NI. You will ensure that the sector, Department for Economy and policy makers understand the impact of the application of employment law, policy and practice in NI so as to inform legal and policy development. You will work alongside policy, training and other colleagues to ensure that the sector in NI is well-supported with authoritative legal resources. You will work across LCNI's networks to contribute employment law expertise where required, attending the Employment Lawyers Group and Tribunal Users Forum.

As well as strong legal skills, we are seeking an individual who can effectively lead the day-to-day management of a small, specialist team, providing leadership on all aspects of their employment law work.

- **Closing date for receipt of applications: 16.00 on Thursday 18 March 2021**
- **Anticipated interview dates: w/c 22 March 2021**

General Candidate Information

These posts are permanent posts at LCNI, subject to on-going funding. The posts may be filled by secondment of the successful candidate from their current post for a duration to be agreed by all parties and on LCNI terms. LCNI will also consider requests for flexible working arrangements.

A reserve list may be drawn up from this competition for a period of up to one year.

Holiday entitlement is 24 days annually, building to a maximum of 30 days. This is in addition to 14 statutory and other days. The leave year runs from April – March. The successful candidate will be subject to a probationary period of 6 months which may be extended in accordance with LCNI policy.

As these posts may involve working with children and/or vulnerable adults, this post will be offered subject to Access NI vetting.

Staff are currently working remotely in accordance with NI public health guidelines.

If you would like to find out more about LCNI or any of these posts, please contact the Legal Services Manager/Senior Solicitor, Samantha.sayers@lawcentreni.org or Director, Ursula.ohare@lawcentreni.org.

For other information, please contact our recruitment partners, Heads Together at recruit@headstogether.com

Application Process

Please note the following important information about the application process:

- Please complete the application form fully. CVs are not accepted;
- Please ensure that you give examples that demonstrate how you satisfy the relevant criteria, including relevant dates;

- Please ensure that you remain within the word limit specified. Any excess will be disregarded by the panel;
- Please return your application form as a Word Document by email to the email address specified in the application form;
- Applications received after the closing date will not be considered.

About Law Centre NI

Established in 1977 as a community law centre for the Belfast area, in the 1990s, LCNI expanded its services to cover the whole region. LCNI uses a blend of legal, policy and education tools to work for social justice, with a focus on strategic litigation that brings about wider social change.

LCNI is a regional second-tier referral agency for the advice sector and also provides assistance to the public in social welfare law. Support to the sector includes training and webinars, Adviser Network Meetings, Annual Social Security Law Conference and legal information resources. We seek to influence policy makers in NI with evidence drawn from our clients' experience of the law. We work in partnership across the voluntary sector in NI to advocate for progressive social change.

LCNI is Lexcel-accredited. The legal work of LCNI is led by the organisation's Legal Services Manager/Senior Solicitor who reports to the Director.

As a charity, LCNI is registered with the Charity Commission NI and is governed by a Board/Management Committee, all of whom give their time and expertise freely in support of LCNI's mission.