

Law Commission Grade 7 Lawyer – Commercial and Common Law Team

The Law Commission of England and Wales is recruiting lawyers to join the Commercial and Common law team. This is an opportunity to make a real difference to the law in England and Wales, working on challenging and high-profile law reform.

This role may involve work on our current project on product liability, or our upcoming projects including those on trust law arbitration, consumer class actions, and the law of deeds. There may also be an opportunity to be involved in other ongoing and future work including on objects in museum collections or private international law in the context of digital assets.

Working as part of a small team with Professor Solène Rowan, the Law Commissioner responsible for commercial and common law, and engaging with a wide variety of stakeholders, the successful candidate(s) will help to ensure the law is fit for the modern world.

This campaign is open to all who meet the eligibility criteria in the wider advert within Civil Service Jobs.

About the Law Commission

The Law Commission offers an unrivalled opportunity to work on some of the most complex legal and policy questions facing our society. It offers stretching, high quality work, the chance to make a positive difference to our society, access to fulfilling learning and development, and a positive work-life balance.

The Commission has, for 60 years, had a unique role – independent, but at the heart of Government. Its aims are:

- To ensure that the law is as fair, modern, simple and as cost-effective as possible.
- To conduct research and consultations in order to make recommendations for reform.
- To codify the law, eliminate anomalies, repeal obsolete and unnecessary enactments and reduce the number of separate statutes.

The Law Commission is an independent non-departmental body sponsored by the Ministry of Justice. It has a judicial Chair, four Commissioners, and around 80 members of staff. Its work is organised into four areas: Commercial and Common Law; Criminal Law; Property, Family and Trust Law; and Public Law and the Law in Wales.

Further information about the Law Commission and its work can be found at www.lawcom.gov.uk/.

About our lawyers

We recruit brilliant, innovative and creative lawyers from a wide range of backgrounds to join our teams. But our lawyers are not *just* lawyers. They engage in policy making, 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. While lawyers in private practice apply the law to

individual cases, lawyers at the Law Commission have freedom to consider what the law *should be*, for everyone.

About the Commercial and Common Law team

The Commercial and Common Law team undertakes projects that cover a wide range of issues that have a significant impact on individuals, businesses and wider society. In recent years, Parliament has passed laws based on our recommendations relating to crypto-assets and other digital assets, arbitration, electronic trade documents, and consumer savings clubs.

Our project on product liability is underway and will run until at least late 2027. Over the next few months we will start work on projects considering trust law arbitration, consumer class actions, and reform of the law of deeds.

The role

The main duties for the role include:

- Leading, or co-leading, one or more law reform projects against an agreed timetable with the Commissioner and the Team Head, including its day-to-day and strategic management.
- Leading research of the law and how it works in practice (both in the UK and overseas).
- Analysing problems with the law, identifying options for reform and testing potential solutions.
- Engaging with stakeholders, both inside and outside Government.
- Writing consultation papers, reports and other documents in conjunction with the Commissioner, the Team Head and other team members, and preparing these for publication.
- Analysing consultation responses.
- Working with other professionals within the Law Commission including the Head of Legal, the Head of Communications to organise publicity for our work, the Economic Adviser to analyse the impact of reform options, and potentially Parliamentary Counsel to draft legislation.
- Assisting with the promotion and implementation of recommendations from completed projects (including potentially working as part of a Bill Team to take legislation through Parliament) and contributing to the consideration of new project work.
- Managing one or more Research Assistants.
- Contributing to the corporate culture of the Law Commission, for example through supporting and leading activities on areas including learning and development, wellbeing, diversity and inclusion, and recruitment.

Skills, behaviours and experience

Essential

1. Technical – qualifications: You must meet both the following academic and professional qualification requirements:

- 1.1. **Academic:** You should usually hold a minimum of a 2.1 undergraduate degree in any subject (or an overseas degree qualification equivalent to a 2.1 degree) but we

will take into account subsequent experience if your degree class is lower than this;
and

- 1.2. **Professional:** You must be:
 - 1.2.1. a solicitor or barrister qualified to practise in England and Wales; or
 - 1.2.2. somebody who can demonstrate a comparable level of legal ability, for example, a legal academic, an overseas professionally qualified lawyer or a legal policy expert.
2. Technical – motivational fit: You must have demonstrable understanding of the work of the Commercial and Common Law team at the Law Commission, and relevant motivation to work as part of it. We are looking for people who have an interest in law reform and working at the Law Commission.
3. Technical – legal skills: You must have demonstrable skills in interpreting and analysing law and legal policy, and in communicating complex legal analysis. We are interested in receiving applications from lawyers or academics with a relevant legal background, who can demonstrate a capacity to acquire knowledge of complex areas of law quickly.
4. Experience: You must have demonstrable experience, career history and achievements, and skills that are relevant to the role.
5. Behaviours:
 - 5.1. Delivering at pace – you must be able to take responsibility for delivering timely and quality results with focus and drive.
 - 5.2. Making effective decisions – you must be able to use evidence and knowledge to support accurate, expert decisions and advice, carefully considering alternative options, and the implications and risks of decisions.
 - 5.3. Working together – you must be able to form effective partnerships and relationships with people both within and outside the Law Commission.
 - 5.4. Communicating and influencing – you must be able to communicate with clarity, integrity, and enthusiasm.

Desirable

- Experience of complex legal analysis and/or dealing with complex legal argument – this may include drafting legal opinions, undertaking legal research and advising clients.
- Experience of drafting documents – this may include experience of drafting documents that explain complex areas of law, advance complex legal arguments, or which are for publication.
- Experience of planning and project managing projects over a period of weeks and months.
- Experience of working collaboratively as part of a team, contributing to shared objectives, supporting decision-making and delivering high-quality advice to seniors while demonstrating resilience.
- Experience of supervising others – this could include overseeing trainee solicitors or pupils and/or other lawyers, supervising staff or postgraduate students, or leading a small team.
- We are particularly interested in any experience you have which is directly relevant to our projects on product liability (including the law relating to software and technology), trust law arbitration, consumer class actions, or deeds. However, we are also interested in receiving applications from generalist commercial or chancery

lawyers, or lawyers or academics with a different legal background who have an interest in law reform and can demonstrate a capacity to acquire knowledge of complex areas of law quickly.

Salary

This role is graded at Grade 7. New staff will normally be appointed at the starting point of the scale; higher starting salaries will be considered only in exceptional circumstances.

If you are already a civil servant and are successful in an external recruitment competition for a role with us, your starting pay will be the better of:

- promotion terms or transfer terms, as appropriate; or
- pay on appointment arrangements (minimum of pay range)

Duration

The post(s) is fixed term for 24 months. Subject to business needs, there is a possibility that the fixed term could be extended, or that in due course the post could be converted to a permanent position. Successful applicants may join on loan from another Government Department, or on secondment.

Location

This is a national role, and successful candidates can work from their nearest regional hub (their “base location”). In order for the Law Commission to meet its evolving business needs, all full-time Law Commission staff are expected to attend their base location at least 2 days a week. This hybrid working arrangement is not contractual and as a result staff could be asked to attend their base location more frequently. Informal hybrid working arrangements may be available as agreed with the line manager and in line with the requirements of the role. Arrangements may be discussed and agreed with the successful candidate(s) and will be subject to regular review.

However, candidates are also expected to attend the London office regularly (e.g. once each month) in line with business and team needs. Many of our in-person meetings take place in London, for example at Parliament, with officials and Ministers across Whitehall, and with legal stakeholders in and around the City of London and the Royal Courts of Justice.

Please be aware that this role can only be worked from within the UK and not overseas.

We are committed to treating people openly and with respect. We welcome and encourage applications from everyone, including groups currently underrepresented in our workforce and pride ourselves as being an employer of choice. To find out more about how we champion diversity and inclusion in the workplace, visit: [Diversity and inclusion – Law Commission](#)

Ways Of Working

At the Law Commission, we believe in and promote alternative ways of working in order to recruit and retain the best talent, so this role is available as full-time, part-time or job-share (where an application is made by a job-share partnership). We also offer flexible working patterns including a flexi time scheme and the opportunity to work compressed hours, subject to business needs.

The way our projects are resourced means we plan in terms of full-time equivalents, but we welcome applications from job share partnerships, who may work more than 1 full time

equivalent jointly. We also welcome applications from those wishing to work part-time, but if you wish to work fewer than four days / week then we would regard that as a job share and need to be satisfied that a second job share applicant was available. It would be helpful to know in advance if you wish to work in a job share arrangement. Contact details are set out below if you would like to discuss with us in advance of applying.

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Further information can be found at <https://lawcom.gov.uk/working-at-law-commission/>.

Application and assessment process

You will be assessed against the Civil service success profiles framework on Behaviours, Experience and Technical Skills. Please also refer to the Civil Service Behaviours framework for more details at this grade: [Success Profiles - GOV.UK](#)

At the sift stage you will be assessed on your Experience, Behaviours and Technical Skills. Applications may initially be sifted on their demonstration of meeting the Technical Skills criteria.

Candidates who are successful at the initial sifting stage will undertake an interview. At this stage, candidates will also be asked to prepare a presentation and complete a written piece of work to gauge their suitability for the role. These exercises will assess your Behaviours and Technical Skills.

Application stage

At the application stage, you will be asked to provide a CV and Statement of Suitability (500 words) during the application process. Please demonstrate your experience in commercial and common law, and any elements of your career history, achievements, and skills that are relevant to this role (this must include how you satisfy the essential experience and, where applicable, the desirable experience above). If you are particularly interested in or have relevant experience pertaining to one of the projects mentioned above, please highlight that here.

A background in one of the referenced areas of law is desirable. However, we are also interested in receiving applications from generalist commercial lawyers, or lawyers or academics with a different legal background who have an interest in law reform and can demonstrate a capacity to acquire knowledge of complex areas of law quickly.

For your CV, include only a brief overview of your career to date setting out each employer, the dates of employment, and a short factual description of your role and key responsibilities. Please keep your CV brief and factual; you will have the opportunity to explain how your employment history applies to the experience required by the role in your statement of suitability.

Qualifications: At application stage, you will be asked to demonstrate how you meet the essential academic and professional qualification requirements.

Motivational fit: At application, you will be asked to demonstrate your motivation for the role and how you align with the requirements.

If a large number of applications are received, an initial sift may be carried out on the lead experience (the statement of suitability).

If a high number of applications pass the initial sift, a second sift will be conducted against CVs and motivational fit for those candidates who passed the initial sift.

Informal Drop-In Sessions

We will be hosting optional drop-in sessions for candidates on 8 July and 13 July 2026. These sessions are an opportunity for prospective applicants to learn more about the role and ask questions in an informal setting.

If you would like to attend, please contact Kerry.Young@peoplescout.co.uk to receive the drop-in link.

If you experience any technical difficulties joining, please email recruitment@lawcommission.gov.uk.

Candidates invited to interview

Legal skills: Those who pass the initial sift (written application) will be invited for interview. Before the interview you will be asked to undertake a short-written test. For the interview you will be asked to prepare a short presentation. These will be used to assess your legal skills.

The four essential behaviours (delivering at pace; making effective decisions; working together; and communicating and influencing) will all be tested at interview.

Please note that interviews will be carried out in person. We will consider requests for an online interview if your circumstances require.

Interviews are expected to take place in the {Late July 2026}.

Outcome

If your application is successful, you will receive a formal letter offering you an appointment that will explain your terms and conditions of service in detail. Your appointment will include a period of probation.

If appointed, you will become a civil servant and will be subject to the Civil Service Code and there will be restrictions on your ability to undertake private practice.

Further information can be found at: [Current vacancies - Law Commission](#)

Reserve List

A reserve list will be created for this campaign and will remain valid for 12 months. Candidates who meet the benchmark for appointment but are not offered a role may be

placed on the reserve list and may be considered for similar roles at the same grade, subject to business need.

Near Miss

Candidates who do not meet the standard required for appointment at Grade 7 but who achieve the minimum benchmark may be considered for a similar role at SEO grade, subject to business need and role availability.

Membership of the Government Legal Profession

The Government Legal Profession (GLP) networks together Government lawyers and trainees, who between them provide legal services across the whole spectrum of Government activities. Some are members of the Government Legal Department. Others (like Law Commission lawyers) are part of the wider GLP network.

A solicitor or barrister qualified to practice in England and Wales will, on joining the Law Commission, have access to the networking benefits and opportunities of the wider GLP. This will also apply to overseas qualified lawyers who fulfil the nationality requirements and are eligible to practice in England and Wales under the Qualified Lawyers Transfer Scheme (QLTS). Information about the QLTS can be obtained from the SRA (www.sra.org.uk).

Contact information

If you have any questions about the role or have any reasonable adjustments, please email: recruitment@lawcommission.gov.uk. Please quote the Job Role in the subject line.

If you require any assistance, please call 0345 241 5359 (Monday to Friday 8am - 6pm) or email: Moj-recruitment-vetting-enquiries@gov.sscl.com

Annex A - The STAR method

Using the STAR method can help you give examples of relevant experience that you have. It allows you to set the scene, show what you did, and how you did it, and explain the overall outcome.

Situation - Describe the situation you found yourself in. You must describe a specific event or situation. Be sure to give enough detail for the job holder to understand.

- Where are you?
- Who was there with you?
- What had happened?

Task - The job holder will want to understand what you tried to achieve from the situation you found yourself in.

- What was the task that you had to complete and why?
- What did you have to achieve?

Actions - What did you do? The job holder will be looking for information on what you did, how you did it and why. Keep the focus on you. What specific steps did you take and what was your contribution? Remember to include how you did it, and the behaviours you used. Try to use "I" rather than "we" to explain your actions that lead to the result. Be careful not to take credit for something that you did not do.

Results - Don't be shy about taking credit for your behaviour. Quote specific facts and figures. Explain how the outcome benefitted the organisation or your area. Make the outcomes easily understandable.

- What results did the actions produce?
- What did you achieve through your actions and did you meet your goals?
- Was it a successful outcome? If not, what did you learn from the experience?

Keep the situation and task parts brief. Concentrate on the action and the result. If the result was not entirely successful describe what you learned from this and what you would do differently next time. Make sure you focus on your strengths.