



**Law
Commission**
Reforming the law

GUIDE FOR APPLICANTS

RESEARCH
ASSISTANT
POST 2019



INTRODUCTION

Thank you for your interest in working at the Law Commission as a research assistant.

This guide contains essential information about the post and how to apply for it.

Please read it carefully. If you do not follow the guidance, you may disadvantage your application or cause it to fail.

The Law Commission welcomes applications from all sections of the community and is committed to equality of opportunity in all our employment practices, policies and procedures. This means that all applicants and employees are treated fairly, irrespective of ethnic origin, race, gender, marital status, sexual orientation, religion, age or disability.

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WHAT IS THE LAW COMMISSION?

The Law Commission is the statutory body set up 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, large areas of the law have been the subject of systematic investigation and improvement.

The decision to implement our recommendations is a matter for Government and Parliament, rather than us. Nonetheless, more than two-thirds of our recommendations have been implemented. The implementation report on our [website](#) shows which projects have been accepted and which implemented.



WHO'S WHO AT THE LAW COMMISSION?

There are 5 full-time Commissioners, all of whom are appointed by the Lord Chancellor and Secretary of State for Justice. Short biographies are available on our website.



Sir Nicholas Green, Chair

The Chair is a Court of Appeal judge; the other 4 Commissioners are experienced judges, barristers, solicitors or teachers of law.

The Commissioners are supported by the Chief Executive, 4 legal team heads, around 25 team lawyers, 2 Parliamentary Counsel, around 19 research assistants, an economist and a team of corporate service staff.

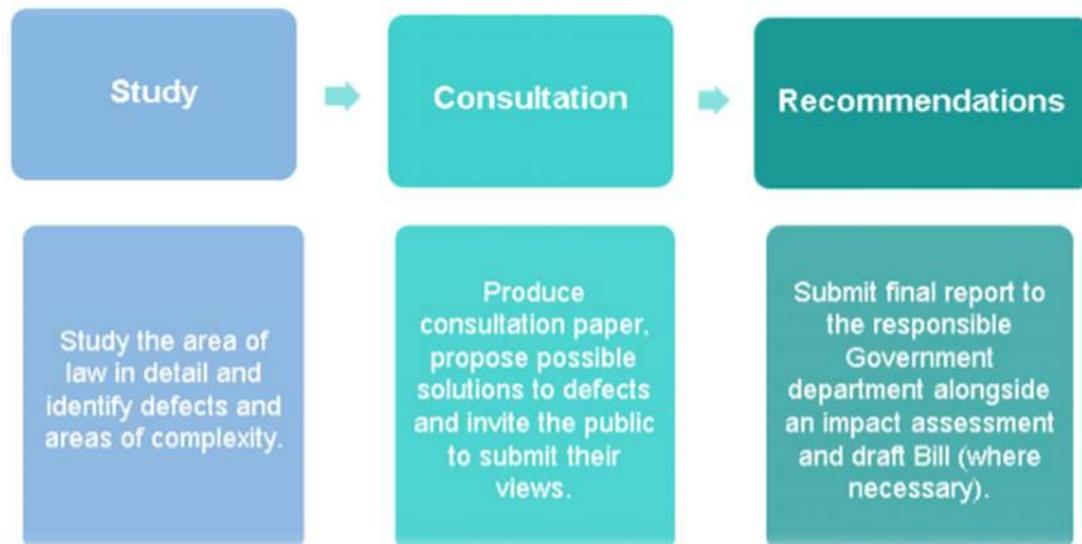
The legal team heads and the lawyers are solicitors, barristers or university law lecturers. Most are permanent staff and members of the Government Legal Department. Others are appointed for a fixed term, usually for the duration of a project. Our Parliamentary Counsel, who prepare the draft Bills that accompany our reports, are lawyers on secondment from the Office of Parliamentary Counsel.

WHAT ARE THE STAGES OF A PROJECT?

Once we have agreed to review an area of law, we will decide the remit of the law reform project in conjunction with the relevant Government department. The stages of the project will depend upon the subject and whether we will be proposing reform or simply identifying the problems and providing options for the Government to consider.

We will usually:

- make a study of the area of law and identify its defects, looking at other systems of law to see how they deal with similar problems;
- issue a consultation paper, setting out in detail the existing law and its defects, giving arguments for and against possible solutions, and inviting views on our provisional proposals and the likely impact of reform;



- submit a final report to the relevant Government department, setting out our recommendations and the reasons for them (supported by the results of our consultation), providing an impact assessment of the practical effects of reform and, where necessary, including a draft Bill giving effect to our recommendations.

THE RESEARCH ASSISTANT ROLE

The research assistant role involves a mix of legal research, policy analysis and administrative work.

Before consultation

In the early stages of a project, research assistants can expect to look into the present law and identify commentary from practitioners and academics on the problems with it and possible options for reform. They may be asked to conduct comparative research, considering both common law and civil law jurisdictions. They may be asked to look at current court practices or socio-economic research. They are likely to work with the Commission's economist to assess the practical impact of the current law and options for reform.

Consultation

The Law Commission places great emphasis on consultation. Research assistants will be closely involved in the researching, drafting and publication of the consultation paper. They may be asked to assist with press or other communication work, and with consultation events. They will usually work on evaluating and analysing the consultation responses.

After consultation

At this stage of the project, the team prepares a policy paper seeking approval from Commissioners for their proposed final recommendations. Research assistants will help to prepare this paper and may be involved in the process of instructing Parliamentary Counsel to draft a Bill. They will play an important role in the preparation and publication of the final report. If Government accepts our recommendations, research assistants may be involved in supporting Government's introduction of legislation into Parliament.

At all times

Research assistants at the Law Commission are required to respond flexibly to the varying demands that may be made upon them. This might include being asked to work on different projects at short notice, to research a new area of law or to deal with an enquiry from a member of the public. You may be asked to contribute to the wider work of the Commission, for example, by assisting with corporate activities. The role also involves routine administrative work such as minute-taking, organising meetings, proof-reading documents and photocopying. In particular, research assistants play a leading role in the preparation of documents for publication.



"Working as a Research Assistant at the Law Commission is an amazing opportunity. You will be working on some of the most complex areas of law, the reform of which will make a real difference to people's lives. The Commission offers a collegiate environment, where you will be part of a team alongside lawyers and Commissioners helping to forge policy ideas, write publications and meeting with high level stakeholders. It is varied and challenging, but also fun, and many of those who have worked as a Research Assistant have gone on to have amazing careers in the law - including some of our Commissioners".

- Phil Golding, Chief Executive

Research assistants are kept busy and are expected to work hard but the atmosphere in the open-plan office is friendly, with sensible, flexible working hours. New staff are given a full induction on arrival.

More information on the work of a Research assistant can be found [here](#).

WHERE DO OUR RESEARCH ASSISTANTS COME FROM AND WHAT DO THEY GO ON TO DO?



Our research assistants join us:

- immediately after graduation; or
- after completing postgraduate studies or professional qualifications; or
- as fully qualified barristers or solicitors.

Working as a research assistant provides grounding in the formulation of legal policy and the preparation of legislation. The unique insight that it gives into these matters provides excellent experience for a variety of careers in the legal world. All the evidence is that chambers, solicitors' firms and universities regard time spent at the Law Commission extremely highly. Our research assistants have gone on to successful careers in such highly competitive environments as the Bar and leading City firms of solicitors, the Government Legal Service, academia and legal publishing.



COULD YOU BE ONE OF OUR RESEARCH ASSISTANTS?

Thomas Nicholls

A second year Research Assistant in the Property, Family and Trust (PFT) team, answers a few questions relating to his time at the Law Commission. He provides an insight into his work, experience and the opportunities made available to Research Assistants at the Law Commission.



What is it like working for the Law Commission?

The Law Commission is a great place to work. It is fairly non-hierarchical, as organisations go, and everyone (ranging from other research assistants to the Chairman and Commissioners) goes far out of their way to help you. I have felt like I have been constantly learning from those around me, whilst also having the opportunity to contribute in a meaningful way to law reform. The Civil Service flexible working hours scheme (“flexi-time”) is also very rewarding, making time spent working over and above normal hours far more tolerable - as this time is given back in lieu. The research assistants get on very well with each other (and with the lawyers!), and there are a lot of interesting and fun events, ranging from lunchtime lectures on legal developments, to pub trips after work and karaoke evenings.

Are there opportunities for development?

The Law Commission offers fantastic development opportunities. Research assistants often marshal (for instance, with our Chairman, Lord Justice Green, in the Court of Appeal), or undertake mini-pupillages. In addition, there are policies in place that support people taking up volunteering and career development activities’.

In terms of personal career development specifically, I’ve had the opportunity at the Law Commission to work closely with top lawyers, academics and judges, and to engage with them, in many respects, on level terms (including with a number of barristers and solicitors who are working part-time on my projects). I’ve also been able to build professional contacts and relationships outside the Law Commission with numerous senior lawyers, which I hope will be of use in my career. Research assistants are essentially the first point of contact with those people interested in the Law Commission’s work, whether they might be a junior barrister, QC, senior partner of a law firm, or a Supreme Court judge, and I and the other research assistants have spent a lot of time engaging with people such as those on the intricacies of our projects.

What have you achieved as a research assistant?

Research assistants are given remarkable amounts of independence and are trusted with their work. I have been able to feed into the policy development on two separate projects. I have written several chapters of a consultation paper, and will be writing more chapters of a final report over the coming months. Furthermore, I have also had the chance to spend a few months drafting instructions to Parliamentary Counsel on a draft Bill (which will hopefully be enacted in the next year or two): this is an amazing opportunity to work with some of the brightest lawyers in the country, interpreting and testing sections of what will become an Act of Parliament. I’ve also had the opportunity to co-author articles in respected legal journals.

Why become a Research Assistant?

Most (though not all) people who become research assistants want to be barristers or solicitors. The Law Commission is a fantastic stepping stone towards that: not only is it highly respected by practitioners, but it allows research assistants to develop expertise in certain areas of the law, making them very attractive applicants to chambers or law firms. Furthermore, it truly develops written and oral presentational/advocacy skills: I've certainly learned more at the Law Commission in terms of how to write proper legal argument than I did on the BPTC – mainly due to the extremely detailed level of feedback I have had on all my work.

Moreover, given the career path that most research assistants take, the Law Commission is essentially a unique opportunity to see a completely different side of the legal world: policy and legislation, rather than the application and interpretation of existing law. It is fascinating to become involved in the workings of Government, to learn how departments interact with each other and with the Houses of Parliament, and how legislation is passed. It is also exciting to be right at the forefront of legal developments, and to be contributing to that to some degree.

THE TEAMS

Each research assistant is assigned to one of our four teams:

- Commercial and Common Law
- Criminal Law
- Property Family and Trust Law
- Public Law and Law in Wales

Each team will be working on several different projects at any one time, usually with one lawyer and one research assistant assigned to each project.

During the application process you will be asked to list the two teams you are most interested in joining, in order of preference.

Selection for interview is conducted on a team basis. Think carefully about which team you would most like to work for and which you think is most likely to select you, given your experience and achievements. Teams receiving many applications are likely to consider only those candidates who selected that team as their first preference.

COMMERCIAL AND COMMON LAW TEAM

Commissioner: Stephen Lewis

Head of team: Laura Burgoyne

Team lawyers: Siobhan McKeering
Teresa Trepak
Justin Bates
Mari Knowles

The Commercial and Common Law (“CoCo”) team has recently worked on projects on bills of sale, event fees in retirement properties and social investment by pension schemes. Other projects in recent years have covered insurance law, consumer rights and insolvency law.

The projects below are ongoing at the time of writing. We are also considering a project on intermediated securities, and another on summary procedures in arbitration.

Whereas each research assistant is likely to be assigned to one of the team’s projects, it is not uncommon to be asked to contribute to other projects and potential projects, whether as a longer-term arrangement or for more defined tasks.

Smart Contracts

There has been much press coverage recently in relation to the use of “smart contracts”, particularly in the financial services world. By “smart contracts” we refer to the technology which runs on blockchain and by which legal contracts may be executed automatically, at least in part.

The use of smart contracts to execute legal contracts is expected to increase efficiency in business transactions and it is suggested that the use of blockchain technology will increase trust and certainty.

The Law Commission is undertaking a scoping study to review the current English legal framework as it applies to smart contracts. The purpose of this project is to ensure that the law is sufficiently certain and flexible to apply in a global, digital context and to highlight any topics which lack clarity or certainty and where further investigation, and potentially reform, may be required. For example, historical data recorded in blockchains cannot be easily erased or rewritten. Although this is usually presented as an advantageous feature of blockchain, it also means that it may be difficult for a third-party arbiter (such as a court) to correct any perceived mistakes, or unfairness. There are questions about how this feature would interact with contract law concepts such as implied terms, or contracts which are held to have been void from the outset.

There are also questions about interpretation, liability, applicable law and dispute resolution.

Electronic signatures

Most modern businesses have embraced technology to conduct transactions online and electronically. However, there is no case law or legislation setting out explicitly that documents executed with an electronic signature satisfy statutory requirements for certain documents to be “in writing” or signed under hand. Electronic documents have sometimes, but not always, been accepted by the courts.

Stakeholders have told us that, in the absence of clear authority, the question of the validity of such documents remains open to doubt even now. It appears that there are particular concerns around how an electronic signature should be witnessed. This lack of certainty means that businesses conducting a high volume of transactions are prevented from moving to a fully electronic system which would be faster and more efficient. Further, some law firms have told us that the concerns around the validity of electronic signatures, and the inconvenience of signing paper documents, may render English law less attractive for clients wishing to conclude agreements expediently.

Our intention in taking on this project is to provide clarity around electronic signatures and the procedure for execution involving an electronic signature, so that businesses will be able to use them with confidence. Our final report with recommendations is due to be published in 2019.

Right to manage

In England and Wales, nearly all flats, and some houses, are owned on a leasehold rather than freehold basis. In the leasehold context, the leaseholder does not own the title to the property outright, but rather takes a long lease (typically for anywhere between 99 and 999 years), granted by the landlord who usually owns the freehold of the land.

The landlord usually has responsibility for providing management services for the communal benefit of all the occupiers in the building. Typical examples include repairing the structure and exterior of the building and obtaining insurance against damage by fire, flood and similar risks. The costs of these services are usually recoverable from each of the leaseholders by way of a service charge.

The Right to Manage (RTM) was introduced in 2002 to give leaseholders the opportunity to take over the management of their building.

The purpose of the project is to review the existing RTM regime and recommend reforms which would enable leaseholders to access RTM more easily and with fewer costs, while safeguarding the interests of the landlord to the extent appropriate to protect their interest in the property.

This project is part of the Law Commission's wider work on residential leasehold and commonhold law, the rest of which is being carried out by the Property Family and Trusts team. We are due to report in 2019 and to assist with the preparation of draft legislation.

Insurable interests

At its simplest, the requirement for insurable interest means that, for a contract of insurance to be valid, the person taking out the insurance must be affected by the subject matter of the insurance. They must stand to gain a benefit from its preservation, or to suffer a disadvantage should it be lost or damaged.

Stakeholders have told us that the current law, particularly for life and life-related insurances such as health and accident cover, is antiquated and overly restrictive. It prevents, for example, socially useful insurances for children or cohabitants.

To date, our work on insurance contract law has led to the Consumer Insurance (Disclosure and Representations) Act 2012 and the Insurance Act 2015. The final area of review is the law concerning insurable interest.

We have published an updated draft Bill covering intended to update the law in relation to life and life-related insurances. Over the next few months we will be finalising the draft Bill based on stakeholder responses to our consultation, and preparing a final report with recommendations to present to the Government.

CRIMINAL LAW TEAM

Commissioner: Professor David Ormerod QC

Head of team: David Connolly

Team lawyers: Catherine Vine
Lucy Corrin
Martin Wimpole
Alexander Mills

The Criminal team undertakes projects ranging from large-scale codification projects to shorter reviews of more pressing legal problems. Our work spans a wide range of policy areas including working with the Ministry of Justice on sentencing, misconduct in public office and hate crime, Home Office on search warrants, confiscation and money laundering, and the Department of Digital, Culture, Media and Sport on online communications. We include a brief description of our current and future work below. Whereas you are likely to work primarily on one of the team's projects, it is not uncommon for you to contribute to other projects also, whether as a longer-term arrangement or for more defined tasks.

Sentencing Code

Sentencing procedure law has become an impenetrable thicket. It is contained in hundreds of separate provisions scattered across dozens of statutes. The provisions are often overlapping, technical and complex. They have different commencement and transition dates. This can cause delay and errors, which can in turn lead to expensive and unnecessary appeals. This project has produced a draft sentencing procedure code, with a clear framework and accessible drafting. If enacted it will provide the courts with a single point of reference.

The project took four years to complete. We published two interim consultation papers; on the legislation currently in force and on our approach to implementing the Code. The team published a consultation in the summer of 2017 and is undertaking a further consultation in respect of youth justice aspects in early 2018. We reported on the project in November 2018. We hope to see legislation to enact the Sentencing Code in 2019.

Misconduct in public office

Misconduct in public office is a common law offence without an exhaustive definition. As a result, the boundaries of the offence are uncertain. The numbers of prosecutions are on the rise, and a disproportionately high number of those cases are the subject of appeal. Areas of difficulty identified in recent appeals include the fact that the fault element of the offence varies according to the conduct that is the subject of prosecution and that there is uncertainty as regards the liability of private individuals who discharge public functions.

We published a consultation paper setting out our options for reform in September 2016, and closed that consultation at the start of 2017. We are developing policy on the basis of consultation and plan to publish a final report in 2019

Search warrants

Search warrant provisions are contained in the Police and Criminal Evidence Act 1984 as well as a number of other statutes. In recent years, a high number of search warrants have been successfully challenged by judicial review on the grounds that they have been issued unlawfully. In December 2016 our team started work on a review of the law on search warrants seeking to rationalise and streamline the current law, including of the status of electronic materials.

We published a consultation paper in June 2018. The project's consultation period closed in September 2018 and we expect to publish the report in 2019.

Anti Money Laundering

The Law Commission has agreed with the Home Office to review aspects of the anti-money laundering regime in Part 7 of the Proceeds of Crime Act 2002 and of the counter-terrorism financing regime in Part 3 of the Terrorism Act 2000. The primary purpose of the review is to improve the prevention, detection and prosecution of money laundering and terrorism financing in the United-Kingdom.

The review focuses on the current consent regime. We published a consultation paper setting out our provisional proposals for reform in May 2018. The project's consultation period closed in October 2018. We will publish a final Report in early 2019.

Confiscation of the proceeds of crime

We have agreed with the Home Office to review the law on confiscation in Part 2 of the Proceeds of Crime Act 2002. The law on confiscation enables the state to deprive offenders of the benefit of their criminal conduct.

The project aims to produce law reform proposals which, if implemented, would reduce the number of appeals against confiscation orders, resulting in savings in judicial time, legal aid, and court costs. The review will also aim to simplify and clarify the law on confiscation. The project commenced in October 2018, and had its formal launch at a symposium hosted by the University of Northumbria on 7 November 2018. We plan to publish a consultation paper in Autumn 2019.

Offensive and abusive online communications

The legislation governing offensive online communications largely pre-dates the advent of the Internet and was originally designed to combat behaviours from a different age, such as the sending of poison pen letters and making objectionable radio broadcasts. Our initial scoping work suggests that the failure of the law in this area has a disproportionate impact on women in particular. The suggestion that the Law Commission look at reforming this area of law to bring it up to date and protect the public online was one of the most popular new project ideas we have ever consulted on. We published our review of the current law on 1 November 2018. We hope to proceed to phase 2 of the project - considering options for reform - in 2019.

Hate Crime

Following in part from our earlier work on hate crime we have agreed with the Ministry of Justice to review the adequacy and parity of protection offered by the law relating to hate crime and to make recommendations for its reform. The review will include consideration of the current range of specific offences and aggravating factors in sentencing. We will also consider the existing protected characteristics, identifying gaps in the protection currently offered.

We will start work on this project in early 2019, and expect to publish a consultation paper before the end of the year.

PROPERTY, FAMILY AND TRUST LAW TEAM

Commissioner:	Professor Nick Hopkins
Head of team:	Matthew Jolley
Team Lawyers:	Spencer Clarke Daniel Robinson Christine Land Elizabeth Welch Nicholas Roberts Ellodie Winter Emily Bedford Kevin Pain Caoimhe McKearney Christopher Pulman Frances Joyce (surveyor)

The Property, Family and Trust Law team deals with a range of different subject areas. Research Assistants in the team usually focus on one of the team's current projects, though at times there may be the opportunity to become involved in other areas. The following is a list of our current projects.

Residential leasehold reform

Millions of people in England and Wales own their homes on a leasehold basis, yet there is an extensive list of highly significant problems with residential leasehold law.

We started our work on residential leasehold in December 2016 and are examining three issues identified as priority areas by the Ministry of Housing, Communities and Local Government. Two of these are being taken forward by the Property, Family and Trust Law team:

- (1) Commonhold; a form of ownership allowing a person to own the freehold of a flat and become a member of a commonhold association managing the communal areas. It was introduced to avoid problems with long leases, but has not been adopted by developers and it is almost impossible for existing leaseholders to convert to this form of ownership. We are reviewing why commonhold has failed and considering what reforms are necessary to the law to enable it to operate successfully. We published a consultation paper on commonhold in December 2018.
- (2) Enfranchisement; this is the right of a leaseholder to purchase the freehold or a lease extension. We are looking at ways to simplify the procedure and make the valuation fairer and more transparent. The consultation period for this project will close in January 2019.

This high-profile and ground-breaking law reform project combines technical land law with issues of social policy and human rights. It would be of interest to those who have enjoyed land law and who are interested in seeing how it applies in practice and how it affects people's lives.

The timetable for this project is under review, but research assistants on this project can expect to be assisting with the development of legislation to give effect to our policy recommendations.

Surrogacy

Surrogacy describes the situation where a woman bears a child on behalf of another person or persons who intend to become the child's parents for all purposes. Typically, intended parents enter into a surrogacy arrangement because they have experienced fertility problems or are unable to conceive naturally. The intended parents can become the legal parents of the child born to the surrogate mother by obtaining a Parental Order after the child has been born.

The use of surrogacy arrangements has increased over the last ten years and is expected to continue to rise. Also, the law in this area engages very important issues and rights for both the children and adults involved in such arrangements, including questions of parentage and the prevention of exploitation of the children and adults involved. However, there are significant problems with the law, which has fallen behind changing social attitudes and the increasing prevalence of surrogacy arrangements. For example, the courts have been constrained to extend or modify the statutory requirements for a Parental Order but case law has not been able to resolve the underlying problems in the statute, or find solutions to all difficulties. Taking these factors into account, and the fact that calls for reform are becoming louder and more urgent, we take the view that the law requires comprehensive reform. We plan to publish a consultation paper next year setting out our provisional proposals for reform. During 2019/20 we expect to be analysing responses to the consultation paper and to be formulating final policy recommendations.

Weddings

The Law Commission published a Scoping Paper in 2015 outlining a range of problems with the outdated law which governs how and where people can marry. The paper suggested that the law is failing to meet the needs of couples. The law which governs marriage dates from 1836 and the regulation of how and where weddings can take place is too restrictive for a modern Britain.

The Chancellor of the Exchequer announced in the Budget that he was asking the Law Commission to review the laws around weddings in England and Wales. The project will look to propose options for a simpler and fairer system to give modern couples meaningful choice. We look forward to settling the Terms of Reference for the project with Government.

Wills

It is estimated that 40% or more of the adult population does not have a will, and, where they do, the state of the law means it may be found to be invalid. Where there is no valid will the intestacy rules will apply, but they are a blunt instrument that cannot replace the expression of a person's own wishes. Certain individuals and bodies cannot benefit under the rules, including cohabitants and charities. It is therefore important that people make wills and that the law supports this. This project commenced in early 2016 and we published a consultation paper in July 2017. It is a general review of the law of wills; key areas include testamentary capacity, the formalities necessary for a valid will and whether the court should have the power to dispense with these, electronic wills and protecting vulnerable testators. The project is considering whether the law could be reformed to encourage and facilitate will-making in the 21st century: for example, whether it should be updated to take account of developments in technology and medicine.

The remaining stages of this project will be to complete our analysis of responses and policy formulation, to prepare a final report and to instruct Parliamentary Counsel to draft a bill that would give effect to our recommendations. The timetable for the wills project is, however, being reviewed in light of Government's request to consider the law of weddings. Further announcements will be made once Terms of Reference for the weddings project are settled with Government.

Implementation work

The team is also supporting Government in its consideration of the Commission's report "Making Land Work" (covering the law easements, covenants and profits a prendre), and its report on Conservation Covenants. We hope that this work will lead to implementation of both sets of recommendations. Research Assistants may have the opportunity to be involved in this work.

Important note for applicants to the Property, Family and Trust Law team

The Property, Family and Trust Law team deals with a wide range of law, and we appreciate that some candidates will only be interested in working in particular areas. For example, prospective family lawyers may be uninterested in property or trust law, and vice versa. We should therefore be grateful if candidates could indicate in the 'Relevant Legal Knowledge' section of their application whether:

- they are EQUALLY interested in all of the team's areas of work; or
- they are PREDOMINANTLY interested in one or more areas of work; or
- they are ONLY interested in one or more areas of work.

We will select candidates for interview on the basis of their preferences. Please note that we cannot guarantee that there will be opportunities to work on the particular projects listed above. Other work may take precedence over these projects and some of the current research assistants may be retained for a further year meaning that a vacancy to work on a particular project does not arise. Please bear in mind if you plan to indicate that you are only interested in a narrow area of work that this may restrict your chances of securing a post.

PUBLIC LAW AND LAW IN WALES TEAM

Commissioner: Nicholas Paines QC

Head of team: Henni Ouahes

Team lawyers: Charles Mynors
Jessica Uguccione
Tammy Goriely
Lisa Smith
Sarah Smith

The Public Law and Law in Wales team's work extends to public law and regulation in England and Wales. The team has also undertaken a number of projects for the Welsh Government on matters of devolved law in Wales. Our current and future work is described below.

Automated Vehicles

We are working jointly with the Scottish Law Commission to identify pressing problems in the law that may be barriers to the safe deployment and use of automated vehicles on Britain's roads. Our work will consider a wide variety of areas of law, ranging from road traffic legislation, product liability, and civil and criminal law responsibility more widely. This will build on the work of the Centre for Connected Autonomous Vehicles (CCAV) and the insurance law reforms in the Automated and Electric Vehicles Bill.

Our preliminary consultation paper was published on 8 November 2018. It addresses three key themes. First, we consider how safety can be assured before automated vehicles are placed on the market, as well as ongoing monitoring and maintenance requirements once they are on the road. Second, we explore criminal and civil liability. Finally, we examine the need to adapt road rules for artificial intelligence. Consultation will close 8th February 2019, after which we will work, subject to a review point by Government, on Mobility as a Service, which focuses on the use of automated vehicles in public and private transport.

Administrative Review

Administrative review is the process, internal to a public decision maker, through which an individual may challenge its decision. In some cases, requesting a review is a prerequisite to appealing to a tribunal, or has replaced appeal rights. Administrative review decisions determine the outcome of many more cases than appeals or judicial review, yet have received a fraction of the attention compared to other aspects of administrative justice. Effective internal review procedures should improve decisions, reduce the number of appeals and promote confidence in public bodies. But recent independent reports have, however, cast doubt on the efficacy of some of the review procedures presently in place.

This project is due to start when our current slate of work completes, which we anticipate will be in late 2019 or early 2020. It involves researching how internal review processes are carried out, the different legislative and policy contexts in which this occurs, and the effectiveness of internal review in improving "correct decisions first time", and reducing the rate of challenge and/or appeal.

Devolved Tribunals in Wales

The Wales Act 2017 made provision for a new President of Welsh Tribunals, and brought a

number of devolved tribunals in Wales within his purview. A number of bodies decide a range of other disputes in areas that are devolved to the Welsh Assembly under the 2017 Act, but are not necessarily overseen by any judge. Our review will consider the operation and scope of a single tribunal system in Wales. A significant amount of our work will involve liaising with stakeholders and researching the law and practice underlying a number of different bodies. This is with a view to determining the scope of a tribunal system for Wales, the roles of the President of Welsh Tribunals and the Welsh Tribunals Unit, the procedures for appointing, disciplining judges, protecting independence among other matters.

This project will start as soon as resources allow in 2019.

Electoral law

The law relating to elections and referendums is complex and fragmented across many statutes and statutory instruments. When different elections are held together, as they often are, complicated combination rules govern which processes must be combined and how the combination should operate. Each type of election has its own rules and timetables, some of the basic concepts (“residency”, for example) remain unclear, and the balance between primary and secondary legislation differs arbitrarily between elections. Making the system work in practice requires the publication of guidance running to many hundreds of pages. There is also a significant task in modernising the unique and archaic system of challenges to elections, including election offences. Our aim is to replace a system that is fragmented, difficult to understand and illogical with one that is simple, modern and easy to apply. This is, however, a massive task.

We published an interim report setting out our findings in February 2016. Since then, we have been considering ways of introducing some of our recommended reforms using existing statutory powers. We are continuing this work, and plan to publish a final report in 2019.

Simplification of the Immigration Rules

The Immigration Rules are crucial in setting out the way in which the Government intends the immigration system to operate, and affect a large number of people seeking leave to enter or remain in the UK. However, they are widely criticised for being long, complex, and difficult to use, and poorly drafted.

The project provides an opportunity to review the balance between the Rules and external material which contains guidance or supplementary information, to seek underlying causes of excessive length and complexity in the Rules and make recommendations to improve them for the future. We expect to publish our consultation paper in January 2019.

Employment law hearing structures

This is a review of the jurisdictions of the employment tribunal, the Employment Appeals Tribunal, and areas of exclusive or shared jurisdiction with the civil courts in employment and discrimination disputes. Our consultation paper, published on 26 September 2018 identifies a range of areas for reform, from those requiring discrete primary or secondary legislative amendments to measures which can be taken by authoritative direction such as cross-ticketing or the creation of an employment list in the High Court. Following consultation, we plan to report in 2019.

Planning law in Wales

Planning law in Wales is over-complicated and difficult to understand. Some, but not all, of the recent Westminster legislation is applicable to Wales, and there are some provisions that are specific to Wales only. Some statutory provisions have been commenced in England but not in Wales. This means that it is very difficult, even for professionals, to work out what planning law in Wales actually is.

We published our final Report on 30 November 2018. We recommended the design and drafting of simplified and modernised planning law suitable for the needs of Wales. We will be assisting the Welsh Government to draft a Bill and associated statutory instruments in 2019 and 2020.

Important note on devolved Welsh law and Welsh speakers

The Public Law and the Law in Wales team regularly engages and works on devolved law in Wales, either as part of a project for the Welsh Government, or because one of our England and Wales projects touches upon issues which are devolved to the Welsh Assembly or Welsh Ministers.

An interest in and any experience of the law of devolution, particularly the Welsh devolution statement, is desirable and we encourage applicants to indicate their interest and experience in the 'Relevant Legal Knowledge' section of their application.

Similarly, we strongly encourage Welsh speakers to describe their aptitude for the Welsh language in the "Communication" section of the application form. We describe the importance of Welsh language skill further below in this Guide (see page 25).

SELECTION CRITERIA

There is a great deal of competition for the research assistant posts. We select candidates on the basis of the following criteria, which are rigorously observed.

It is **not** possible for us to consider requests to adjust our minimum criteria to allow for mitigating circumstances; we are able to assess whether candidates have satisfied the minimum criteria only on the basis of results actually obtained.

If you want us to make a reasonable adjustment under the Equality Act 2010, please contact us before submitting your application.

MINIMUM REQUIREMENTS – ESSENTIAL ACADEMIC SKILLS

You will be asked in your application form to set out the basis on which you satisfy the minimum academic requirements. If you cannot do so, your application will automatically fail.

By September 2019 you should have completed a course/s involving two years' full-time substantive legal studies or the equivalent in part-time study. Your academic results for at least **one** course must be at, or at the equivalent of, **first class or good 2.1 standard**, with at least some elements of first-class work.

- **What counts as “two years’ legal studies”?**

Most candidates will have a law degree or a combined degree, of which at least two-thirds is in law.

Some will be completing a law degree and will need to show that they will have obtained their degree by September 2019.

If you do not have a first degree in law, you may meet the minimum requirements if you have at least two years' post-graduate studies in law. This may be a single course (such as a two- year MPhil) or a combination of courses (such as the Graduate Diploma in Law and a one-year masters).

If your only legal training consists of a completed GDL/CPE and a year's professional qualification (LPC or BPTC) – whether taken separately or combined into a two-year degree – you should apply only if you can demonstrate substantial additional skills or knowledge. These should be relevant to the work of the Law Commission and achieved either by academic study or work. If you think you fall into this category, please give details when you are asked during the online application to outline how you satisfy the minimum academic criteria.

- **What counts as a degree at “good 2.1 standard”?**

If you have completed an undergraduate law degree or a combined degree with at least two years of legal study at 2.1 standard, we will look at the marks of all the papers you have taken that count towards your final degree.

At least three-quarters of these marks must be at or above 60% (2.1 standard) and at least one must be at or above 70% (first-class standard).

If you are currently taking a law degree or a combined degree, and have marks from at least four papers, we will look at those marks and apply the same test: at least three-quarters must be at or above 60% (2:1 standard) and at least one at or above 70% (first-class standard).

If you do not have marks from at least four papers we will look at your previous academic results, usually A-levels. We will expect you to have marks of at least one A* and two As. If you took your A-levels before the introduction of the A* grade, we require three As.

- ***Other ways of showing academic ability equivalent to “first or good 2.1 standard”***

If you do not satisfy our minimum requirements on the basis of your undergraduate degree, you can demonstrate the academic standard through one or more of the following completed qualifications:

- A GDL (or CPE) at distinction, or at commendation with at least one mark at distinction.
- A completed Masters Degree in law (LLM, BCL, MA or M Phil) at 2.1 (merit) or above.
- A completed PhD in law.

Some qualifications combine the GDL and professional qualifications into a two-year degree. For this you must have achieved a first or distinction.

Other essential competencies

In addition to satisfying the essential academic skills minimum requirements, during your application you will be asked to demonstrate the following competencies.

- Intellectual ability
- Legal research
- Relevant legal knowledge
- Policy analysis
- Communication
- Team working
- Motivational fit

Further details are provided below on how to complete the online competency questions designed to test your ability in these areas.

APPLICATION PROCEDURE

To apply, please follow the detailed instructions below. These explain how to apply using the Ministry of Justice's WCN online recruitment system.

Please also take the time to review our [useful tips](#) relating to the recruitment process.

It is essential that you follow the instructions below. If you do not, your application is likely to fail.

Closing date

The closing date is Friday 1st February at 23:55 hours. If you experience difficulties when making your application, please contact us using the details at the end of this Guide. You are strongly advised to complete your application well before the closing date as it may not be possible to deal with last-minute enquiries or enquiries made outside office hours. We will not accept late applications.

Overview

Applications are made using the MOJ Recruitment Portal system. During the application process you will be asked to answer competency-based questions which require you to demonstrate the skills necessary for this role. You will be asked to fill out a CV giving your qualifications and any relevant work experience. You will also be asked to demonstrate how you meet the essential academic skills minimum requirements set out on pages 19-20 of this Guide.

STAGE 1 – READ THIS GUIDE

Please read this Guide carefully. It will help you understand the role for which you are applying and the skills that we expect candidates to demonstrate in their applications.

STAGE 2 – NAVIGATE THE ONLINE APPLICATION SYSTEM

Go to: <http://bit.ly/LawCommission-ResearchAssistant-Apply>

Follow the online instructions completing all the sections that you are asked to complete. The guidance below gives further details of what we are looking for and what you need to include in your application.

Competency questions

You must complete the competency questions within the specified word limit. Under each heading, please describe one or more activities you have undertaken where you have demonstrated the relevant skill. If possible, please refer to examples in the context of law-related activities and be as specific as you can.

Competency 1: Intellectual ability

In addition to your qualifications, please provide any other evidence which you believe demonstrates your intellectual ability and capacity to deal successfully with complex issues.

This question gives you the opportunity to provide further evidence of your intellectual ability – beyond the grade that you will be asked to input in CV format. Our assessment of your ability

under this competency will be based on your academic record and any extra information you provide.

Competency 2: Legal research

Please give evidence demonstrating your ability to conduct detailed and reliable research, particularly into complex legal issues.

Please tell us about your legal research skills explaining what the task was, how you conducted the research and how that approach made your research successful. Give the context in which the research was undertaken (for example, undergraduate dissertation). Mention non-legal research if you think that it is relevant. Tell us about any training you have received in conducting research.

Competency 3: Relevant legal knowledge

Please start by telling us which are your first and second choice teams. Give evidence demonstrating your knowledge of some or all of the areas of law relevant to the work of your first-choice team.

We want to hear about your knowledge and experience of areas of law relevant to your first-choice team. Primarily this means the general areas of law covered by the team (for example, criminal law). If you have specific knowledge of particular current team projects or any future work identified in this Guide, please give details. You should give details of the context in which you gained that knowledge (for example, the university where you took the relevant course, current or past employment) and explain how up-to-date your experience is. Where you do not have knowledge of the team's work, please give evidence of your capacity and willingness to acquire that knowledge quickly, for example, experience in similar areas or evidence of coming up to speed quickly with comparable issues.

Competency 4: Policy analysis

Please give evidence demonstrating your ability to analyse policy issues and, where relevant, suggest solutions, taking into account the broader context of law reform, in particular the interests of groups affected.

Policy analysis for these purposes means looking critically at a law, rule or decision by a government organisation. It may involve:

- identifying the policy objectives,
- assessing how far they are being achieved in practice,
- looking at the rule's impact on those affected, or
- commenting on the merits of the objectives.

Give us an example of your experience which demonstrates your ability to analyse these sorts of questions, either as part of your studies or in another context. Please explain how you conducted your analysis and what conclusions you came to. If you do not have any direct examples, consider what else you have done which engages the same sort of skills.

Competency 5: Communication

Please give evidence demonstrating your excellent command of written and spoken English (and Welsh if applicable).

You should give examples of situations in which you have demonstrated excellent written and oral communication skills. Please explain what you did and how and why it was effective. We will also be looking at your application form as an example of how you are able to communicate succinctly and accurately, using good syntax and structure.

Competency 6: Team working

Please give evidence demonstrating your ability to co-operate with others in a team environment and to work successfully independently.

Please give details of situations in which you have worked with others, explaining how you cooperated effectively, and also where you have worked successfully independently. Please explain the context in which you gained that experience (for example, university, a vacation scheme, a holiday job, full-time employment).

Competency 7: Motivational fit

Please explain why you want to work for the Law Commission and the reasons for choosing your preferred team(s).

Tell us why you want to be a research assistant as opposed to all the other options open to a talented person like you! For example, why do you want to work in a technical legal environment? Why do you want to work within Government? Please be clear about why you have a preference for your first and any second-choice team. Please describe your longer-term career plans and the way in which you believe working as a research assistant would contribute to them.

At the end of your answer, please tell us the earliest date that you would be available to start work. **The standard starting date is expected to be 2 September 2019.** Earlier starting dates may be available, subject to the needs of the office, in which case a member of staff will contact you after interview.

CV

Please follow the online instructions when completing the CV.

The CV is in two parts: Employment History and Qualification Details.

CV - Employment History

Please provide details of any employment, including internships and voluntary jobs, lasting more than 8 weeks that you have had since age 18; and of any shorter-term employment that you think may be relevant to your application. For each, please give the following details:

- Name, address and business of employer;
- Job title and nature of duties;
- Start date and end date; and

- Reason for leaving.

If you have undertaken a pupillage or training contract, please enter the details here specifying:

- Barristers (pupillage): name and address of chambers; start date/end date; type of work undertaken; name of Inn; date of call to the Bar.
- Solicitors (training contract): name and address of firm; start date/end date; type of work undertaken; date of admission as a solicitor.

CV - Qualification Details

You **must** provide the following details on the CV (in addition to any other information that you are asked to provide during the online application process about your qualifications, which may not be made available to the panel considering your application):

- Your A / AS levels or equivalent

Please use the format: "Year of Examination / Type of Examination / Subject / Grade or Mark Awarded"

For example: "2011 / A Level / Mathematics / A Grade"

- Your first degree

(a) Details of the degree awarded

Please use the format: "University, College or Institute / Name of Degree / Start date - End date / Class Grade or Mark Awarded"

For example: "Manchester / LLB / 2012 – 2015 / 1st Class"

(b) (For law degrees only) Details of each law subject or module examined or assessed within your first degree, and the grade or mark obtained

Please use the format: "Subject name / Grade or Mark obtained expressed as a percentage / Year of examination or assessment"

For example: "Criminal Law / 70% / 2014".

If a mark did not count towards the overall result of your qualification, please add an asterisk – for example, "Legal systems / 70% / 2014*"

Please list the subjects in chronological order and, at the end, list any subjects or modules not yet examined or assessed in the same format, but replacing the mark obtained with a dash (for example, "Property Law / –").

- Any subsequent degrees and professional qualifications

Please use the same format as for the first degree, giving marks for all law subjects or modules.

If you have more than one subsequent degree or professional qualification, please list them in chronological order.

- Please provide details of any scholarships, awards or other distinctions awarded during your academic career.

Essential Academic Skills – Minimum Requirements

During your application you will be prompted to outline the basis on which you believe that you have set out the minimum academic eligibility requirements.

You need to show that by September 2019 you will have completed the required two years of legal studies and that your academic results for at least one law course are at, or at the equivalent of **first class, good 2.1 standard**, with at least some elements of first-class work.

For example:

- Requirement 1: I will have completed a full-time degree course involving two or more years' full time substantive legal studies by September 2019: my undergraduate degree ran from September 2016 - September 2019.
- Requirement 2: My results from my completed undergraduate law degree meet the minimum standard specified in the Guide for Applicants.

Candidates whose legal training consists solely of the GDL/CPE and the LPC/BPTC (Whether taken separately or combined as part of a two-year degree) must provide in this section details of substantial additional skills and knowledge.

Welsh Language Skills

You will be given the opportunity to give details of any Welsh language skills you possess.

The Law Commission represents both England and Wales, so we are keen to encourage applications from Welsh speakers so as to help us maintain and develop our relationship with the people of Wales. Please let us know if you can speak Welsh and your level of proficiency (written and spoken).

Any Welsh-speaking Research Assistant will play a key role in helping to support the Commission's Welsh language policy. They will act as an ambassador on issues affecting Wales and the Welsh language, for example attending events in Wales, and provide oversight to help ensure the Commission's Welsh language publications and communications are accurate and effective. This may take up to 20% of an individual's time, so flexibility will be required to ensure an effective balance between this role and normal RA duties

References

References will be taken up after interview in the event that your application is successful. This will be completed as part of the vetting process.

SELECTION PROCEDURE

The sift process

Applications will be considered in detail by a selection panel on a team-by-team basis. Applications that do not meet the minimum academic criteria will automatically be rejected.

Interviews

Each team's selection panel will invite for interview those applicants whose applications appear best to meet the essential skills, taking into account the number of vacancies available in the teams for which the applicant has asked to be considered. Applicants may be invited to interview for more than one team. The interviews will involve questions about one or more relevant areas of law. You will be notified of the area(s) in your invitation to interview. You will also be asked questions testing the essential skills. We have prepared a short [video](#) showing what our interviews are like, and demonstrating good and bad interview skills.

Before booking an interview, candidates should wait until they receive an email from the Law Commission informing them which team(s) they will be interviewed for and the interview slots available for that team. Please make sure you book the correct slot for your team choice.

Every effort is taken to ensure fair and equal opportunity for all with regards to attendance at interview. The building is fully accessible.

Interviews are **expected** to be held between **11th and 22nd March 2019**. Standard-rate travelling expenses (rail, tube or bus) from within the UK will be reimbursed. Please ensure you retain all receipts.

On attending the interview, candidates are **required** to bring with them documents to prove their identity, address, right to work and qualifications. Further details will be given in the interview invitation. Please make sure you bring the correct documentation to your interview.

Test

Applicants invited to interview will be emailed a written test or research exercise to complete and return before interviews commence. You will receive an email from a member of the team with further instructions.

Appointment process

We expect to contact candidates during the week beginning 22nd April 2019 to notify them that they have been successful. We expect candidates who are notified of success at the interview to give a firm indication of whether they will accept our offer of employment. It is essential that successful candidates do not indicate acceptance and take up alternative options at a later stage; this can make it difficult for the Commission to appoint a suitable replacement and is unfair on other applicants. If your acceptance is contingent on the outcome of other applications please let us know and we can discuss options. Many chambers, law firms and universities are sympathetic to requests to defer professional training or post-graduate study.

Necessary pre-employment checks will be undertaken for successful applicants. If the results of these checks are satisfactory, a formal offer of appointment will be made by the Ministry of Justice at around the beginning of August, depending on completion of the vetting process.

Further details about pre-employment checks will be provided in a letter confirming success at interview. Please note, however, that if at any stage during the application process you are asked

to complete forms you should do so accurately and in a timely manner, providing all necessary supporting materials. Failure to do so can result in a delay to your start date, problems with pay or the complete failure of your application. If you experience or anticipate any problems in this regard, please contact us in advance so that we can make appropriate arrangements.

Please note that if you have lived outside of the UK for more than 6 months you will need to provide a certificate of good conduct or an overseas police check translated into English from the countries resided in or visited for your pre-employment checks - for guidance and contacts about how to do this, see; <https://www.gov.uk/government/publications/criminal-records-checks-for-overseas-applicants>. The cost of this application will be met by you.

Reserves

If the number of successful applicants at interview exceeds the number of posts available, some will be treated as reserves and contacted if posts become available.

TIMETABLE OF KEY EVENTS

Dates	Events
14 Dec 2018	Expected opening date
1 Feb 2019 (23:55 hours)	Closing date
8-22 Feb 2019	Sifting of applications
28 Feb 2019	Invitations to interview sent
4-7 March 2019	Test to be taken before interview
11-22 March 2019	Expected dates for interviews
Week beginning 22 April 2019	Conditional offer of appointment notification sent
2 September 2019	Expected start date

MAIN TERMS OF APPOINTMENT

These are the main terms, but should not be regarded as a contract of employment, as the formal terms and conditions will be notified upon completion of pre-appointment checks.

Annual leave

The annual leave allowance will be 25 days a year with pay, plus paid time off for public holidays and 1 paid privilege day.

Hours of work

All posts are full time at 37 hours per week excluding meal breaks. The Law Commission operates a flexi-time scheme enabling staff to adjust their hours of work subject to business needs and attendance within core hours. We may also consider part-time working.

Notice

Details of submitting notice will be set out in your letter of appointment. This will only be relevant to those currently in employment.

Outside activities

Employees of the Ministry of Justice, including the Law Commission, are subject to a number of rules affecting the ability to undertake specified outside activities. If, for example, you wish to publish material (in any form), teach or engage in political activities during your time at the Law Commission, you will need to consider whether these activities are consistent with the duties of civil servants. In some cases, activities can only be undertaken with prior authorisation. We are happy to provide you with the Law Commission's guidance on outside activities in advance of your application.

Pay

The salary will be paid monthly in arrears by credit transfer to your bank or building society. It is currently £25,892 per annum. Details will be included in your letter of appointment. (Please note that although the online application system refers to a salary range, new joiners should expect to join at the start of that range, currently £25,892).

Pension

The employment will be pensionable under the Civil Service pension arrangements, subject to certain health checks. Information on the scheme and the options available to you will be sent to you shortly after your arrival. You will have three months from your start date to make a choice.

Period of employment

The period of employment at the Law Commission will be a fixed term appointment for 51 weeks starting from 2nd September 2019 to 24th August 2020.

Probation

The probation period is 4 months. The appointment will be confirmed provided the normal requirements of the post, attendance and conduct have been satisfactorily met during the probationary period.

FREQUENTLY ASKED QUESTIONS

Q. How many applications do you usually receive?

A. Over the past three years, the average total number of applications was 335.

Q. How many research assistant positions are available?

A. Depending on the year, between 14 and 18 posts are filled.

Q. How do I apply?

A. Follow the detailed instructions in this Guide.

Q. How much time do I need to apply?

A. We recommend a minimum of 3 hours to complete your application. It is especially helpful to prepare statements on how you meet the minimum requirements before starting the application.

Q. Why is your selection criteria so demanding?

A. These are demanding positions which require research assistants to get up to speed quickly with complex legal topics. The eligibility criteria reflect the skills we think are necessary to do the job.

Q. I am currently an undergraduate but will meet all the minimum academic criteria. Is it worth applying, or do you only take on research assistants with postgraduate qualifications?

A. It is definitely still worth applying. Relevant postgraduate studies may provide candidates with additional evidence of the skills we are looking for, but each year we take on new graduates who have demonstrated that they meet the required skills.

Q. I fulfil all of the minimum requirements but completed my studies in a jurisdiction outside the United Kingdom. Is it worth applying?

A. In the past we have offered positions to candidates who have studied outside the United Kingdom where they have been able to demonstrate that they have a comprehensive understanding of the British legal system and that they have a keen interest in the areas of law overseen by the team they applied for.

Q. I was sick over my finals. My marks don't meet your minimum criteria, but I don't think that they reflect my true ability. Will you take this into account?

A. It is not possible to consider requests to adjust our minimum criteria to take account of mitigating circumstances. We are only able to assess whether candidates have satisfied the minimum criteria on the basis of results actually obtained. If you wish us to make a reasonable adjustment under the Equality Act 2010, please contact us before submitting your application.

Q. How many teams should I apply for?

A. You can apply for a maximum of two teams. Your application may only be considered by your first-choice team, so please select carefully. If you are only interested in working for one team, just select that; you don't have to give two choices.

Q. Do I apply by CV or by answering the online questions?

A. The application process requires you both to answer online questions and to give employment and qualifications details in the form of a CV. Please follow the instructions of how to do so very carefully.

- Q. Can I put extra information on my CV?**
A. Yes, please include any information which will support your application.
- Q. I am only free to work in the UK if I obtain a Visa. Will you sponsor me?**
A. Sorry we do not sponsor work permit applications.
- Q. I have not yet received my National Insurance number, can I still apply?**
A. Yes, please insert a “dummy” number on the application form (e.g. PA123456P).
- Q. Will you accept late applications?**
A. We don't accept late applications.
- Q. Do I need a referee to send you a reference before or at the same time as my application?**
A. No. The Law Commission's application system no longer requires references from all candidates. We are likely to take up references from those to whom we offer a job.
- Q. When will I hear if I have got an interview?**
A. You should hear during the week of 28th Feb 2019.
- Q. When will the interviews take place?**
A. Between 11th and 22nd March. You will also have to take a test (between 4th and 7th March).
- Q. Is it possible to organise an interview outside this period?**
A. We usually limit interviews to this period, but will consider requests for other times in exceptional circumstances.
- Q. Will I get reimbursed for my travel to the interview?**
A. Yes, we pay reasonable travel expenses. Please retain all receipts as these will be needed for your claim.
- Q. Can I apply to join for longer than 51 weeks?**
A. No. Your initial appointment will be for 51 weeks, but provided you pass your probation period and then continue to meet your work objectives you will be able to apply to have your contract extended for a further period during the course of our next campaign period.
- Q. What should I do if I have a question which isn't covered by this Guide?**
A. Please see 'For more information' below.

FOR MORE INFORMATION

We are pleased to be able to offer prospective applicants the opportunity to ask our current research assistants any questions not answered by this guide. They are available on 10th January 2019 between 10am and 12 noon and 11th January 2019 between 2pm and 4pm

Commercial and Common Law

Tabitha Brown (02033343840), Tanith Horner (02035458513), Theodora Papadopoulou (02035458520) Sarosh Sethna (02033340020).

Criminal Law

Laura Lisle (02033343162), Holly Brennan (02035458516), Dominic Bowes (02035458514), Rebecca Cohen (02035458512)

Property Family and Trust Law

Rachel Preston (02033345333), Thomas Nicholls (02033343588), Jonathan Mellor (02033340523), Gary Bennett (02033345837), Samuel Hussaini (02035458510), Andrew Biden (02033340423)

Public Law

Connor Champ (02033343969), Fiona Petersen (02033343368), Marina Heilbrunn (02035458519), Anna Holmes (02035458515), Stephanie Theophanidou (02033340422)

If you have a technical question about the online application process or have trouble submitting your application, please call the MoJ Recruitment Team on 0845 241 5359 (Option 1) (Mon-Fri 8am-6pm) or email moj-recruitment@noms.gsi.gov.uk quoting the job vacancy reference 23250.

If you require any assistance in relation to any other matter, such as your academic eligibility for the post, please email recruitment@lawcommission.gov.uk. If you do have any more questions, please contact us as soon as you can.