



**JUDICIAL
APPOINTMENTS
BOARD FOR
SCOTLAND**

**THE OFFICE OF SHERIFF
(DUMFRIES & DUNOON)**

INFORMATION FOR APPLICANTS

Thistle House
91 Haymarket Terrace
EDINBURGH
EH12 5HE

Telephone: 0131 528 5101
Email: mailbox@jabs.gsi.gov.uk

CONTENTS

1.	INTRODUCTION	3
2.	ROLE PROFILE	3
3.	ELIGIBILITY	3
3.1	Eligibility Criteria	3
3.2	Professional Qualifications, Training and Career History	4
4.	SKILLS & QUALITIES	4
5.	AM I READY?	5
6.	THE PROCESS	5
7.	ONLINE APPLICATION	5
8.	COMPLETING THE APPLICATION FORM	5
8.1	Name	5
8.2	Career History	5
8.3	Self-Assessment	5
8.3.1	Legal knowledge, skills and competence	6
8.3.2	Written Work	6
8.4	Location Preference	7
9.	ENHANCED DISCLOSURE	7
10	FEEDBACK	7
11	TIMETABLE	7
12	REASONABLE ADJUSTMENTS	7
13	COMPLAINTS	8

1. INTRODUCTION

The Judicial Appointments Board for Scotland invites applications from suitably qualified individuals who wish to be considered for appointment to the office of Sheriff. The current vacancies are:

Sheriffdom	Posts	Base Court	Further details*
North Strathclyde	1 x Full-time (40% floating)	Dunoon	Candidates should note that the working pattern for this vacancy is based at Dunoon but floating within the Sheriffdom 40% of the time.
South Strathclyde, Dumfries & Galloway	1 x Full-time (floating)	Dumfries	Applicants should note that this post is floating for one year, converting to a resident post thereafter

Following the conclusion of this appointment round, the Board will hold open a list of appointable candidates for a period of six months. Should further vacancies arise during that period, those vacancies may be offered to candidates on this list. Please note that being on the list does not guarantee a recommendation to the relevant Scottish Minister.

Successful applicants will need to be flexible in that they may have to work in any court district within the Sheriffdom, or even across Sheriffdoms at short notice. This will be more applicable to those appointed to floating posts.

Each Sheriff Principal will discuss with those appointed to floating posts the courts they expect them to work from on a regular basis. Before applying, applicants should be confident that they are able to meet the demands of the posts, including the possibility of regularly spending time away from their permanent home.

***Please note that on 13 July 2021 the Judicial Appointments Board for Scotland launched a separate competition for the offices of Part-time Sheriff and Part-time Summary Sheriff. If you have applied for either of these roles and are also interested in applying for one of these Sheriff roles in Dumfries and/or Dunoon please email mailbox@jabs.gov.scot and you will be advised on how this will be managed.

2. THE OFFICE OF SHERIFF ROLE PROFILE

Please read the [role profile](#) document (produced by the Judicial Office for Scotland) on our website.

3. ELIGIBILITY

3.1 Eligibility criteria

The eligibility criteria for this appointment are:

Eligibility for the office is set out in section 14 of the Courts Reform (Scotland) Act 2014¹ and listed below.

You are eligible for appointment to this judicial office if immediately before the appointment, you have held any other judicial office stated as sheriff principal, sheriff, summary sheriff,

¹ <http://www.legislation.gov.uk/asp/2014/18/section/14/enacted>

part-time sheriff, part-time summary sheriff; or if you are legally qualified as solicitor or an advocate throughout the 10 years immediately preceding appointment.

Applications are invited from civil and criminal practitioners alike. We do not expect that any applicant will be familiar with all areas of a Sheriff's work. Once appointed, there will be opportunities for further study, training and development, and suitable mentoring is made available.

However, it is important that a Sheriff is a lawyer of sufficient standing to command confidence in his or her decisions with immediate effect, and it is critical that you can demonstrate both the ability and the motivation to succeed at this level across a broad range of civil and criminal work.

3.2 Professional Qualifications, Training and Career History

While we place great importance on the career of an applicant in the law, and success in that career, we also value any information about non-legal career experience, or in voluntary, or other work, or any other general experience that may be relevant to the qualities required for judicial office.

Judicial experience, whether part-time or otherwise, is something that we may take into account, however, it is not a requirement in Scotland for appointment to full-time judicial office. If you have not held judicial office, you should not be deterred from applying. If you have had similar experience you should explain why you consider it relevant. You should draw attention to any aspect of your career, or any other experience, that demonstrates the qualities required for Judicial Office.

4. SKILLS AND QUALITIES

We will assess each applicant against a set of skills and qualities that are necessary for the role.



The Skills and Qualities for this role can be found on [our website](#).

5. AM I READY

Before applying, you may find it helpful to consider your readiness against the questions in the "[Am I Ready?](#)" tool on our website.

6. THE PROCESS

You can view the whole assessment process, including guidance, hints and tips on our website: <https://www.judicialappointments.scot/process>

7. ONLINE APPLICATION

The first time that you apply online for a judicial vacancy, you will be required to register on our website. If you have any difficulties, please contact the Business Management Unit on 0131 528 5101.

When you submit your application, you will receive acknowledgement by email. You should contact us if you have **not** received an acknowledgement within 24 hours of submitting your application.

Applications received after 12 noon on the closing date Thursday 16 September 2021 will not be accepted.

8. COMPLETING THE APPLICATION FORM

The online system is designed to be intuitive and includes instructions for completion. You should also see the Application section of our website before completing the form.

There are some areas that require instruction and these are detailed below:

8.1 Name

It is mandatory to include your full name, including any middle names, in your application and this will be used for essential consultation purposes if you are shortlisted and for the purposes of obtaining a Royal Warrant should you be recommended for appointment.

8.2 Career history

We are aware that some of you have more than one current career, however, the system only allows you to enter one. You should enter your main role in the "Current Job" section, and the others in the Previous job section. The system will ask you for a date left for these jobs, you should enter the date that you submit the application

8.3 Self-Assessment

For information on how to complete this section of your application, please refer to the "What we are looking for" section on our website <https://www.judicialappointments.scot/resources/what-were-looking>.

8.3.1 Legal knowledge, skills and competence

In addition to the information on our website, you should consider the following information for this role.

Your self-assessment should include specific examples which demonstrate depth of knowledge, and competence in your own area(s) of legal practice. It should also include example(s) which illustrate an ability to acquire and apply new areas of legal knowledge in depth and with speed and accuracy.

8.3.2 Written work

You are asked to upload **one** example of written work for which you along have been responsible and explain, briefly, how it demonstrates your knowledge of the law and your skills and competence in the interpretation and application of the law.

The application system has a set word limit of 100 words for this section, and it will not allow you to exceed this.

Your written work example must be in PDF format.

Written work should demonstrate your knowledge of the law. Examples include:

- advice given to clients in the form of letters or memos
- opinions or notes
- written submissions or other written legal argument
- reports
- judgments
- stated cases
- decision letters given in a judicial, tribunal or similar capacity
- written advice given internally in a firm or other institutional environment
- any other written explanation of the law, and how that applies in the circumstances of a particular case or other factual situation.

Your example should have a broad range, ideally be recent and clearly demonstrate the legal competence criteria. Choose your written work carefully, making sure that it is concise and to the point. Please do not submit documents that are over 20 pages in length.

You should **delete or redact any references to the identity of clients** or others in such documents. The selection panel will treat your examples in confidence.

Your written work examples must all be uploaded in one PDF format.

To convert a Microsoft Word Document to PDF format you must:

1. Open the Microsoft document that you would like to convert to PDF.
2. Click 'File', then click 'Save As'
3. Click the 'File Format/ Save as type'
4. Select 'PDF' on the drop down list.
5. Click 'Export/ Save '. This will save your document as a PDF however, you will still have the original Word document.

8.4 Location Preferences

On the application form, you will be asked to indicate your preferred Sheriffdom. The locations will be listed and you should indicate if you wish to apply for the position based at Dumfries, Dunoon or both.

9. ENHANCED DISCLOSURE

We are required to carry out Enhanced Disclosure checks for judicial appointments.

An application form and guidance note will be sent to you after the invitation to interview letters have been issued.

We will ask you to complete the form and bring it your interview for checking, but we will not send it to Disclosure Scotland unless you are recommended for appointment.

You are required to pay the cost of the disclosure check, which is £25.

10. FEEDBACK

We aim to offer you feedback at each stage of the process. However, the provision of feedback will depend on the number of candidates and the resources available.

11. TIMETABLE

DATE	EVENT
Thursday 26 August 2021	Advertisement published
Thursday 16 September 2021	Closing date for application forms
Tuesday 5 October	Applicants notified of outcome of initial assessment
It is hoped that interviews will take place between the last week in October and the second week in November	Interviews
Monday 22 November	Board Decision Meeting
Wednesday 24 November	Applicants notified of outcome of interview
By Tuesday 30 November (subject to Disclosure Scotland checks)	Recommendations for appointment* to the Scottish Government. Formal appointment by Ministers will follow.

*Only those with a satisfactory disclosure check will be recommended for appointment.

12. REASONABLE ADJUSTMENTS

We are committed to considering any reasonable adjustment requests, to ensure that you can participate in the appointment process fairly.

The information you give will not be used in the selection decisions.

If you are recommended for appointment, you should also discuss any reasonable adjustment requests with the Judicial Office for Scotland.

13. COMPLAINTS

If you are dissatisfied with any aspect of the handling of your application, you should refer to the [Complaints Handling Procedure](#) on our website.