

Annex 5

Competencies, Experience and Attributes

Annex 5a Core competencies for all BSB members

All applicants are expected to be able to demonstrate the following competencies:

1. An interest in and commitment to the integrity of the justice system and diversity.
2. Understanding and knowledge of professional regulation;
3. Understanding, analysing and reaching decisions on complex or sensitive issues;
4. Working as part of a team and contributing strongly and robustly to debates to reach a collegiate decision;
5. Commitment to public interest and the “Nolan Principles” of public life.

In addition to the core competencies, members of the **Professional Conduct Committee** and all committees in the case of paragraphs 11 to 13 below, should meet the following criteria:

9. Barristers should have experience of a range of cases appropriate to their seniority and specialism;
10. Where barristers are of more than 7 years’ Call, they should bring to the Committee particular knowledge or experience of any of the following areas – a specialist area of law, professional conduct issues, training, equal opportunities, the administration of Chambers or issues affecting employed barristers;
11. They should undertake that they are able to attend Committee meetings and any necessary induction training, do the necessary preparatory work on case files and provide advice to members of the Bar;
12. If they have been members of the Committee in the past, not less than 3 years have elapsed since they left the Committee;
13. They must not be the subject of criminal charges, directors disqualification orders or be undischarged bankrupts;
14. They must not be the subject of orders or undertakings under the Fitness to Practise Rules or Interim Suspension Rules; and
15. They should not be subject to exclusion from the Committee under its policy governing members who are the subject of current complaints or findings of professional misconduct or inadequate professional service.

Annex 5b Competencies for Chairs and Vice-chairs of BSB committees

In addition to the core competencies above, it is important for candidates for chair and/or vice-chair posts to possess the following:

1. Ability to provide leadership and direction to a team, committee or organisation
2. Experience of chairing meetings, leading robust debate, reaching consensus and taking decisions on complex and sensitive issues.
3. Experience of representing an organisation to external stakeholders at all levels, including public speaking.
4. Experience of policy development.
5. A knowledge of the Bar and its structures and a commitment to the justice system, to encourage an independent, strong, diverse and effective Bar, and to improve the services provided by barristers to consumers.
6. The experience and the level of respect in their own field to carry the confidence of the public, the profession and other stakeholders.