



## **Appointment of Finance Committee Barrister Member**

### **Application Pack**

June 2025

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## **The General Council of The Bar**

### **Introduction**

The General Council of the Bar (GCB), or Bar Council, represents and, through the independent Bar Standards Board (BSB), regulates, over 18,000 barristers in self-employed and employed practice.

### **The Bar Council**

The Bar Council promotes:

- The Bar's high quality specialist advocacy and advisory services
- Fair access to justice for all
- The highest standards of ethics, equality and diversity across the profession, and
- The development of business opportunities for barristers at home and abroad.

In its representative capacity, the Bar Council work includes:

- Communicating regularly with the profession about key matters affecting its interests
- Influencing the development of public policy and legislation affecting the provision of specialist advocacy and advisory services and, more widely, in the profession's and the public interest
- Developing and promoting the work (and the values) of the Bar at home and abroad, to governments, legislatures, the media and other stakeholders, and
- Working to improve entry to the profession (with the aim of ensuring that the Bar is open to all with the requisite ability), to provide rewarding careers and to sustain the long-term future of the Bar.

The Bar Council's annual reports and Strategic Plan are available to view [at this link](#).

### **The Bar Standards Board**

The Bar Standards Board was established in January 2006 as a result of the GCB separating its regulatory and representative functions. It is an independent regulatory board responsible for regulating barristers called to the Bar of England and Wales.

The BSB mission is to regulate the Bar so as to promote high standards of practice and to promote and protect the public interest. The responsibilities cover the following key activities:

- Specifying the knowledge and skills which barristers must have on qualification and maintain throughout their careers;
- Setting the education and training requirements for acquiring the essential knowledge and skills, including administering central examinations;
- Setting continuing personal development requirements to ensure that barristers' skills are maintained throughout their careers;
- Setting standards of conduct for barristers;

- Authorising organisations that focus on advocacy, litigation, and specialist legal advice;
- Monitoring the service provided by barristers and the organisations we authorise to ensure they meet our requirements; and
- Assessing reports and allegations against barristers and the organisations we authorise and taking enforcement or other action where appropriate.

The BSB's annual reports and Strategic Plan are available to view at this [link](#).

## **Vacancy**

The Chair of the Bar seeks to appoint a practising Barrister Member to the Finance Committee.

The Finance Committee consists of 6 members including Officers of the Bar Council and BSB, two barristers and two BSB members.

The terms of reference for the Finance Committee are included in Annex 3.

Applications from individuals with a good knowledge of the strategic and financial management issues relevant to organisations, from either the public or private sector.

The following committees also operate in support of Bar Council and BSB activities within the focus of the Finance Committee.

- **Audit Committee** – responsible to the GCB for the provision of advice and support on risk management, assurance processes, appointment and monitoring of internal and external auditors and approval of the annual financial accounts.
- **General Management Committee (GMC)** - responsible for the management and strategic direction of the representational functions of the Bar Council.
- **Performance and Strategic Planning Committee (PSP) of the Bar Standards Board** - responsible for work relating to development of strategic direction and plans for the BSB. It advises the Board on developments to the planning, resource setting and performance monitoring processes.

A full list of terms of reference for the above and other committees supporting representational and regulatory functions are included on the websites for Bar Council and Bar Standards Board.

## **Time commitment**

Committee members are expected to play a full part in the work of their committee, and to prepare for and attend all meetings of it and any sub-committee to which they are appointed. Depending upon the committee, this may range from overseeing the development of process, policy and other documents, reviewing areas of risk within the organisation and the profession, to liaison with and visits to bodies associated with the profession.

Meetings of the committee are usually held at 5pm on Mondays to Thursdays, to accommodate the need for self-employed barrister members on the committee, to be able to attend court during the day. This is an important aspect to consider in deciding whether you wish to apply for any posts.

The Finance Committee typically meets 6 times in the year, usually in Holborn, London at the office of the Bar Council.

## **Criteria for appointment**

It is crucial for the integrity of the system that those appointed should be of sufficient standing, integrity and judgement to inspire public confidence in the representative and regulatory arrangements. Candidates must be able to demonstrate that they can commit the time for this role.

All committee members are expected to abide by the Seven Principles of Public Life, a copy of which is at Annex 1 and to attributes expressed in Annex 2.

## **Terms and conditions**

The following is intended as a general guide; specific terms and conditions will accompany letters of appointment.

Appointments will be for a period of up to three years and may be renewed for a further term of three years, subject to satisfactory performance and the interests of the Bar Council and the Bar Standards Board.

## **How to apply**

[Link to view the vacancy Application Packs.](#)

Candidates should send a copy of their CV accompanied by a covering letter (maximum two pages of A4) outlining their suitability for the role, describing their skills and experience that are relevant to the criteria above.

Applications should be submitted to the Governance Office at: [Governance@BarCouncil.org.uk](mailto:Governance@BarCouncil.org.uk).

**The closing date for applications is 24 June 2025.**

### **Reasonable adjustments**

If you have a disability or for any other good reason are seeking a **reasonable adjustment** to the recruitment process, please contact Justina Naik, Governance Manager, to discuss at [JNaik@barcouncil.org.uk](mailto:JNaik@barcouncil.org.uk).

### **Further information**

Candidates with queries regarding the position, should contact Richard Cullen, Director of Finance, at [rcullen@barcouncil.org.uk](mailto:rcullen@barcouncil.org.uk), in the first instance to arrange an informal discussion.

## Annex 1

The '**Seven Principles of Public Life**' form the basis of the ethical standards expected of public office holders. These principles were devised by the [Committee of Standards in Public Life](#) (CSPL):

1. **Selflessness:** Holders of public office should act solely in terms of the public interest.
2. **Integrity:** Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.
3. **Objectivity:** Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.
4. **Accountability:** Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.
5. **Openness:** Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.
6. **Honesty:** Holders of public office should be truthful.
7. **Leadership:** Holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

## **Annex 2**

### **Competencies, Experience and Attributes**

#### **Core competencies for committee 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, experience and knowledge of financial, other functional and statutory audit and oversight activities;
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 all members should meet the following relevant criteria:

6. Members should undertake that they are able to do the necessary preparatory work, attend Committee meetings and any necessary induction training and be accessible to provide advice to the Bar Council.
7. They must not be the subject of criminal charges, directors disqualification orders or be undischarged bankrupts;
8. Barristers must not be the subject of orders or undertakings under the Fitness to Practise Rules or Interim Suspension Rules; and
9. Members 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 3**

### **Finance Committee**

9. The terms of reference of the Finance Committee are:

- a. To keep under review the GCB's procedures for preparing the annual budget, levels and procedures for the authorisation of expenditure, procurement policy and other financial controls;
- b. To review and finalise the annual revenue and capital expenditure budgets, in consultation with the BSB and GMC as appropriate, for presentation to the GCB (in accordance with Rule 10 of the Internal Governance Rules 2019, the GCB cannot approve or reject the budget from the BSB);
- c. To put forward proposals for the annual practising certificate fee to the GCB, following consultation with the BSB and GMC, in accordance with Section 51 of the Legal Services Act 2007 and the Practising Fee Rules 2009 made by the Legal Services Board. Proposals must take into account the BSB's independent formulation of its own budget, aligned to its priorities and strategy, under Rule 10 of the Internal Governance Rules 2019. In setting the PCF the GCB will comply with the LSB rules;
- d. To review the GCB's and BSB's management accounts and the associate reports provided by the Chief Executive and the BSB Director General and make recommendations, take such actions or seek assurances (in accordance with Rule 3 of the Internal Governance Rule 2019 or otherwise) as may be necessary or desirable in the interests of the GCB as a whole in the light of such accounts;
- e. To review the GCB's cash flow forecast;
- f. To review the GCB's annual accounts prior to their consideration by the Audit Committee and approval by the GCB;
- g. To determine and keep under review the GCB's banking arrangements, including the banking policy;
- h. To keep under review the level and nature of the GCB's investments and borrowings and take all such action in relation thereto as is necessary or desirable in the interests of the GCB;
- i. To provide advice on any financial matters referred to it by the GCB, the BSB or the GMC;
- j. To advise on the standard increase to be applied in the annual performance related salary review, having regard to the recommendations of the GCB and BSB; and
- k. A sub-panel consisting of members referred to in paragraphs 10 (c) and (d) below shall be responsible for setting the remuneration for independent members of the joint Audit and Finance Committees and the independent lay selection group member referred to in paragraph 32(c) below.

10. The membership of the Finance Committee shall be:

- a. A Chair who is an independent lay person with relevant financial knowledge and experience nominated jointly by the Chair of the GCB and the Chair of the BSB acting in accordance with the Seven Principles of Public Life and taking account of best practice for public appointments, including, in particular, the Governance Code on Public Appointments, who shall be deemed independent of both the GCB and BSB on appointment and who shall be appointed for a term of three years, renewable once. In the case of a tie in any matter put to a Finance Committee vote, the Finance Committee Chair shall have the casting vote;
- b. A Vice-Chair who is an independent lay person with relevant financial knowledge and experience nominated jointly by the Chair of the GCB and the Chair of the BSB acting in accordance with the Seven Principles of Public Life and taking account of best practice for public appointments, including, in particular, the Governance Code on Public Appointments, who shall be deemed independent of both the GCB and BSB on appointment, and who shall be appointed for a term of three years, renewable once;
- c. Two practising barristers nominated by the Chair of the GCB, who shall be appointed for a term of three years, renewable once, one of whom should normally be the Treasurer;
- d. Two members of the BSB or of a BSB committee nominated by the Chair of the BSB, who shall be appointed for a term of three years, renewable once
- e. The Chief Executive (non-voting member);
- f. The Director General of the BSB (non-voting member);

In attendance: other senior staff as necessary.

11. Each of the members of the Finance Committee other than the Chair and Vice Chair of the Committee, the Chief Executive and the Director General may nominate an alternate who is entitled to take their place at any meeting which the member is unable to attend.

12. The quorum for meetings of the Finance Committee shall be 3 members (or alternates), which must include:

- a. a member (or the alternate of a member) who is either one of the two practising barrister members nominated by the Chair of the GCB identified in paragraph 10(c) above;
- b. a member (or the alternate of a member) who is one of the members nominated by the Chair of the BSB identified in paragraph 10(d) above; and
- c. the Chair or Vice-Chair of the Finance Committee.