Solicitors Regulation Authority

Executive Director – Market Risk, Data and Insights

Recruitment pack

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An introduction

Dear Candidate,

I'm delighted you are interested in joining the Solicitors Regulation Authority (SRA).

The UK's legal system is what makes this country a great place to do business and is a fundamental facilitator of economic growth. Our legal services are world class and we're here to help make sure the sector stays trusted and operates at the highest standard.

The SRA is at a pivotal moment in its history. We are embarking on a transformation to fix the foundations of the organisation, strengthen its operations and build new capabilities that will put it in a stronger position for the future. These changes will set it on a path to being the capable, proportionate and trusted regulator the sector needs.

For 2026 and into 2027, we have set ourselves three priorities including operational excellence, develop the ability to proactively identify and address risk, and focus on the biggest issues.

The role of Executive Director Market Risk, Data and Insights will be crucial to helping us deliver our three priorities and establishing genuine change which can be felt across the legal services sector.

Desired applicants should be resilient, an excellent communicator and have strong leadership skills, being able to work flexibly with not only myself, but the Board and the SRA's leadership team. I am keen to build an Executive Team that signifies the direction of travel we are taking and the organisation's focus on improvement and delivery.

Thank you for your interest in joining the SRA and I look forward to receiving your application.

Sarah Rapson
Chief Executive
Solicitors Regulation Authority

About us

The Solicitors Regulation Authority (SRA) is the largest regulator of solicitors and law firms in England and Wales, overseeing more than 200,000 solicitors and 9,000 firms. Our purpose is to drive confidence and trust in England and Wales's legal services, a sector that contributes around £60bn annually to the UK economy.

It is also a sector that plays a critical role in supporting people at crucial moments in their lives, enabling businesses to grow and invest, and upholding access to justice. Effective regulation is at the foundation of this.

The SRA works to protect members of the public and support the rule of law and the administration of justice. We do this through a range of activities such as setting the standards for qualifying as a solicitor, monitoring solicitors and their firms to make sure they are complying with the rules and investigating concerns about standards of practice.

This is a time of significant change for legal services, with business models becoming more complex, and technology transforming how firms deliver their services and consumers interact with the industry. The SRA too is transforming its approach to ensure it is fit for the future.

We are focused on the following three priorities:

1. Establishing operational excellence to improve core functions to enable a high standard of regulatory activity.
2. Developing the ability to proactively identify and address risk by acting earlier and using intelligence-led approaches to prevent harm.
3. Focusing on the biggest issues by prioritising activity where the risks to consumers and confidence in legal services are greatest.

These priorities are at the centre of our November 2026 to October 2027 business plan, which bridges the gap to the introduction of a new corporate strategy covering 2027-30. This will be consulted on later this year and launched in 2027.

How we work

Our purpose is to drive confidence and trust in legal services. We work to protect members of the public and support the rule of law and the administration of justice.

We do this through a range of activities such as setting the standards for qualifying as a solicitor, monitoring solicitors and their firms to make sure they are complying with the rules and investigating concerns about standards of practice.

Structure, governance and management of the SRA

- Our strategy sets out how we aim to work and is determined by our Board.
- Our committees assist the Board in its work.
- Our management team, led by the Chief Executive, implements our strategy.
- Our work is guided by documented decision-making principles.
- We regularly publish reports about our work.

Regulatory framework

We operate within a statutory framework provided by the Solicitors Act 1974, the Administration of Justice Act 1985 and the Legal Services Act 2007.

We also operate within the framework provided by General Regulations (which set out the relationship between us and The Law Society) and by formal guidance in accordance with the rules and guidance provided by the oversight regulator, the Legal Services Board.

Together, the statutory framework provides that we must act in a way that is compatible with the need to:

- protect and promote the public interest
- support the constitutional principle of the rule of law
- improve access to justice
- protect and promote the interests of consumers
- promote competition in the provision of legal services
- encourage an independent, strong, diverse and effective legal profession
- increase public understanding of the citizen's legal rights and duties
- promote and maintain the professional principles
- promote the prevention and detection of economic crime
- make sure that best regulatory practice is adopted.

Our people

Our mission is to strengthen confidence and trust in legal services and our people are central to delivering this.

Our values and behaviours describe who we are as an organisation and help shape our culture.

We are a diverse organisation of around 900 staff and most colleagues have hybrid work arrangements, blending home working with in-person collaboration at one of our offices. Our head office is in Birmingham and we have offices in Cardiff and London.

Hear staff talk about what it is like to work at the SRA from our Birmingham office.

Proactive

Inclusive

Accountable

Customer Focused

The role

The Executive Director – Market Risk, Data and Insights will report directly to the Chief Executive. The postholder will be accountable for leading the organisation's market risk; data management; analysis and analytics; insights, and research functions, ensuring they support efficient, effective and outcomes-focused regulation in the public interest.

Corporate responsibilities as a member of the Executive Committee

- Accountable for the performance and organisational change of the SRA through membership of the Executive team including but not limited to delivery of corporate and regulatory objectives, operational and financial performance, risk management and ensuring a strong internal control environment.
- Accountable for the effective operation of the Executive and Senior Management teams, creating a strong culture of collaboration and mutual support and an equally strong culture of Executive and Senior Management colleagues holding each other to account for performance.
- Drive excellence throughout the organisation through visible leadership of the SRA's vision, values, strategic objectives and behaviours.
- Build effective and influencing relationships outside the organisation with stakeholders and opinion-formers.
- Ensure fairness and transparency in the SRA's regulatory policies and practice and encourage equality of opportunity and respect for diversity both within the organisation and in all its interactions with those regulated by the SRA and the public.

Responsibilities as leader of the Market Risk, Data and Insights function

- Provide strategic direction for the SRA's market risks, data analytics and data management, insights and research, ensuring these capabilities collectively support delivery of corporate strategy and regulatory objectives.
- Provide executive leadership to ensure the organisation is proactive in identifying and responding to market risk, and is intelligence led, evidence based and data enabled in its decision making, prioritisation and performance.
- Oversee the development of advanced analytical, research, business intelligence and data capability to improve regulatory outcomes, organisational effectiveness and strategic foresight.
- Advise Board/Committees/Executive colleagues on emerging market risks, market developments, organisational performance and strategic choices, underpinned by high-quality analysis and insight.
- Act as an external ambassador and thought leader in relation to risk-based regulation, market intelligence and the effective use of data and analytics.
- Work closely with the other regulatory Executive Directors (in particular the Executives of Investigations, Enforcement and Litigation; and Supervision) to ensure insights translate into prioritisation, tasks and strong regulatory outcomes.

Person specification

Our next Executive Director – Market Risk, Data and Insights should have:

- Proven senior experience leading teams and budgets in an organisation of comparable size and complexity, in a regulator or regulated environment.
- Strong experience of leading organisation wide market risk, data, insight, research and/or intelligence functions to inform strategic decision making and organisational performance. This experience could come from specific, functional positions as well as from broader regulatory roles.
- Strong understanding of the drivers of market behaviour and risk, risk-based regulation, market oversight and evidence-led intervention.
- Ability to lead complex risk thinking, informed by analytics, through to clear executive choices, priorities and actions and communicate these clearly, effectively and responsibly.
- Ability to operate at Board and Executive Committee level, shaping debate and contributing to corporate decision-making beyond own subject matter expertise.
- Excellent political antennae and judgement, demonstrated in a complex stakeholder environment.
- Excellent communication skills, both written and oral, with the ability to represent the organisation publicly at senior level.
- A clear commitment to promoting an inclusive culture.

Terms of appointment and how to apply

Location

Our main office is in Birmingham, but this role can also be based in either London or Cardiff.

Hybrid working arrangements are in place to allow for a certain amount of remote working from home.

Travel

Regular travel across the UK as needed for internal and external stakeholder engagement.

If not based from our Birmingham Office, the postholder will need to travel at least once a week to Birmingham, which is where our head office is located.

Salary

Remuneration will reflect the seniority of the role and will be negotiated with the preferred candidate.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency adviser to the SRA on this appointment. Candidates should apply for this role through its website at www.saxbam.com/appointments using the code **QBYRD.**

The closing date for applications is noon on **Tuesday 25 August 2026.**

Click on the 'apply' button and follow the instructions to upload a CV and supporting statement (maximum two pages) that outlines your interest in our organisation and role and your fit against the criteria outlined in this pack.

Referees will not be approached without prior permission from candidates.

Please complete the equal opportunities monitoring form as part of the application process. This form will not be shared with anyone involved in assessing your application and will be treated as strictly confidential.

If you are unable to apply through the website, please email belinda.beck@saxbam.com quoting reference QBYRD.

Key dates

The closing date for applications is noon on Tuesday 25 August 2026.

Following a long-listing meeting of the selection panel on Wednesday 2 September, longlisted candidates will be invited to attend a preliminary interview with Saxton Bampfylde.

Following a short-listing meeting of the selection panel on Monday 28 September, shortlisted candidates will be invited to attend a final interview with the selection panel on Tuesday 13 October or Friday 16 October 2026 in London.

Please note the timelines for this campaign may be subject to change.

Saxton Bampfylde

Eligibility criteria

To be an effective regulator, and to maintain public confidence in the profession, the SRA must earn and retain the trust and confidence of the public and the profession.

Please therefore declare:

- whether you have been committed to prison in any civil or criminal proceeding
- whether you have any criminal convictions (other than minor road traffic offences for which no custodial sentence was given)
- whether, to the best of your knowledge, you are under investigation in respect of professional misconduct or under criminal investigation
- whether you have had a court judgment against you
- any actual or potential conflicts of interest.

Disclosure of criminal convictions and cautions is governed by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended).

As part of the due diligence checks, the employment adviser will consider anything in the public domain related to your conduct or professional capacity.

This includes undertaking searches of previous public statements and social media, blogs or any other publicly available information. This information may be made available to the panel, and it may wish to explore any issues with you, should you be invited to interview.

You also agree to the SRA carrying out checks into any past or current findings or investigations relating to professional misconduct as part of the recruitment process. If you have any queries or would like to discuss further in confidence, please contact the agent representative.

Failure to disclose any material matter will normally have an adverse effect on your application.

GDPR personal data notice

Data will be held in secure conditions with access restricted to those who need it in connection with dealing with your application and the selection process. Data may also be used for the purposes of monitoring the effectiveness of the recruitment process, but in these circumstances will be kept anonymous. The equal opportunities monitoring form is used for monitoring the selection process only. You can access further information about privacy, data and information on the SRA's website.

Equal opportunities

Equality, diversity and inclusion are central to everything we do, both externally and within the SRA. We know a fully diverse legal sector is important for the users of legal services, for wider public confidence and, of course, for all those who work in the sector. And we know that we have a leadership role in demonstrating diversity in action, and that we are a better organisation because of it.

So we value, respect and celebrate diversity in our workplace and the benefits it brings to our culture and how we work as an organisation.

More information about our equality diversity and inclusion work is available on our website, as is the annual report on the profile of our workforce.

We are an equal opportunities employer and positively encourage applications from suitably qualified and eligible candidates, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

We are positive about recruiting people with disabilities and have the Disability Confident accreditation. We operate a guaranteed interview scheme for disabled people (as defined in the Equality Act 2010) who meet the essential criteria for this appointment as outlined under 'person specification'. Applicants who wish to apply for consideration under this scheme should make that clear to the employment adviser.

Please see our website for further information.

If you require any reasonable adjustment or have any queries with regard to the application process, please contact the employment adviser.