



Solicitors
Regulation
Authority

Executive Director – Supervision 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: operational excellence, develop the ability to proactively identify and address risk, and focus on the biggest issues.

The role of Executive Director Supervision 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 focusing 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.



The role

The Executive Director – Supervision will report directly to the Chief Executive. The post holder will be accountable for overseeing all aspects of the organisation's supervision of firms regulated by the SRA in England and Wales to drive efficient, effective and outcomes focused regulation and protect 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 Supervision function

- Establish and lead the new supervision function as part of a wider, organisation-wide transformation, ensuring it is aligned and integrated across the organisation.
- Develop and lead the SRA's first supervisory strategy by setting direction for how solicitors and regulated firms are monitored and ensuring supervision aligns with the SRA's purpose, objectives and priorities.
- Work closely with the new Executive Director – Market Risk, Data and Insights, to detect emerging risks to consumers, markets and firms before significant harm occurs where possible to do so.
- Drive high regulatory standards ensuring solicitors and firms meet regulatory requirements, working proportionately and creatively to secure compliance.
- Make pacy, proportionate, and fair supervisory interventions – decide when to use existing regulatory tools, and identify and secure additional regulatory tools where necessary.
- Work closely with the Executive Director – Investigations, Enforcement and Litigation to determine the appropriate hand-off for serious breaches and risks of harm.
- Work with senior leaders and other regulators including the Financial Conduct Authority, Information Commissioner, Immigration Advice Authority on cross-cutting supervisory issues.
- Ensure supervisory approach is understood externally, and maintains confidence of consumers, the profession and market, and other stakeholders.
- Lead multidisciplinary teams, of technical specialists and policy experts and operational staff while fostering a culture of accountability, inclusion and continuous improvement.

Person specification

Our next Executive Director – Supervision should have:

- Proven senior experience leading teams and budgets in an organisation of comparable size and complexity.
- Relevant experience designing and overseeing supervisory frameworks.
- Proven ability to lead change, embed new approaches and drive continuous improvement across teams.
- Strategic thinker with the ability to assess risk and public interest outcomes.
- Personal commitment to the public interest, and an applied understanding of public interest regulation.
- The 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 **QBYRC**.

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 QBYRC.

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 or Friday 16 October 2026 in London.

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

The logo for Saxton Bampfylde features the company name in a dark green, serif font. A thin, dark green curved line sweeps underneath the text, starting from the left and ending under the 'de'.

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.