



LAY MAGISTRATES

COMMUNITY AT THE HEART OF JUSTICE

The Selection Process

The Selection Process takes place across eight stages, guiding you step-by-step from application through to appointment.

Stage 1, Making an Application. You'll begin by providing your personal and contact details and confirming your career and personal history. You'll complete an application for the Administrative Court divisions, ACDs, you wish to apply to, Southeastern, Northeastern or Western. You'll also explain how you meet the required skills and qualities through your statement of suitability.

Stage 2, Eligibility and Character Sift. Your application is then reviewed to confirm you meet the eligibility and character requirements. This ensures all applicants meet the standards expected for the role.

Stage 3, Situational Judgment Test. If eligible, you'll complete an online situational judgment test based on realistic scenarios. This helps assess how you would approach situations you may face as a Lay Magistrate.

Stage 4, Statement of Suitability. Your statement of suitability is then assessed in more detail. This focuses on how clearly you demonstrate the key skills, behaviours and qualities required.

Stage 5, Allocation to ACDs. Following this, successful applicants will be separated into three pools based on their chosen ACDs. These include the Southeastern, Northeastern and Western ACDs across Northern Ireland.

Stage 6, You'll then be invited to a competency-based interview. This focuses on your decision-making, behaviours, and how you apply your skills in practice.

Stage 7: Pre-appointment Checks. Before appointment, final checks are carried out. These include character declarations, background checks, and any relevant clearances.

Stage 8: Appointment. Applicants who successfully complete all stages are then appointed as Lay Magistrates. You'll then begin your role supporting the delivery of justice within your local community. Throughout the process, NIJAC is committed to fairness, transparency, and supporting applicants at every stage. To find out more, please visit the Lay Magistrates Hub at www.nijac.gov.uk/laymagistrateshub.