



Candidate Information
Senior Solicitor (Immigration)
(Ref: SSI-06-26)



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Foreword from CEO

Thank you for considering developing your career at the Law Centre.

The Law Centre (LCNI) is a regional not-for-profit legal organisation working across all communities in Northern Ireland, in pursuit of our vision of a more just and equal society. Our mission is to use the law to change people's lives.

As a regional infrastructure support organisation within the community and voluntary sector in NI, we work not only to ensure that individuals can access justice, but also to support the front line advice agencies to support people in their communities. Our work specialises in social security and anti-poverty, asylum, immigration and employment rights.

For almost 50 years, LCNI has delivered meaningful, impactful outcomes in all our areas of work. You can read more about our impact over the last year here:

<https://heyzine.com/flip-book/f07ceceddb.html>

By joining us you will become part of an award-winning team making a real and lasting difference. Our work is deeply rewarding and you will have the opportunity to gain excellent professional development opportunities and contribute to shaping the social justice landscape. If you are self-motivated with the passion, skill and commitment to join our team and can help make a difference to people right across NI, please consider an application - we'd love to hear from you.



Julie Wilkinson
Interim Chief Executive Officer

Background to the Law Centre

Thank you for your interest in joining Law Centre (NI). Law Centre NI (LCNI) is an award-winning organisation and for 48 years, LCNI has been using the law to drive change in Northern Ireland. We are constantly innovating, working in communities, and using the law to transform people's lives. We are fiercely independent and unrelenting in our pursuit of justice. With a strong track record of strategic litigation and policy advocacy we make change through a unique blend of legal, training, education, community engagement and policy advocacy work.

The Law Centre's work is focused primarily on three distinct key projects.

- ❖ The ***Migration Justice & Refugee Project*** works with asylum seekers, refugees and victims and survivors of trafficking and domestic abuse to uphold their legal rights and campaigns for a fairer and more humane immigration system. We lead the Refugee and Asylum Forum, a network of organisations with direct experience of providing support and services to asylum seekers and refugees. Our policy advocacy and influencing work draws heavily on our community engagement and our legal expertise, so decision makers know and understand the impact of how law and policy is working on the ground.
- ❖ The ***Anti-Poverty (Social Security Rights) Project*** works to address poverty in NI by ensuring the social security system delivers an effective safety net for people when they need it. Our impact litigation in the public interest has been at the cutting edge of changes to law and policy, making life better for many people and not just in NI. As a second tier support organisation we support frontline advice organisations by delivering an advice line and boosting capacity by providing extensive legal information resources and specialist training on all aspects of social security law. Our important policy interventions includes the convening of the *Cliff Edge Coalition* to advocate for the retention and strengthening of the NI Executive's 'welfare reform mitigations' that are an essential bulwark against some of the harshest elements of social security change. We deliver extensive legal information resources and training to advisers on all aspects of social security law and our *Social Security Law & Practice Conference* keeps advisers up to speed on law and policy changes.
- ❖ The ***Employment Rights Project*** supports workers across Northern Ireland to challenge unfair working practices and uphold their employment law rights. Our team provides a dedicated employment law advice line, providing free and confidential advice to workers. We provide legal representation to claimants at the Employment Tribunal in Northern Ireland and produce regular public legal education resources to empower people to understand their legal rights. As a regional support organisation, we provide specialist employment law advice and

practitioner led training to the Northern Ireland advice. We also contribute to the development of employment law and policy in Northern Ireland with our policy advocacy work.

Law Centre NI work is supported by both government funding and a range of philanthropic foundations. Our work is Lexcel-accredited and regulated by the Immigration Advice Authority (IAA). The Law Centre is registered with the Charity Commission NI and is governed by a Board, all of whom give their time and expertise freely in support of our mission.

About the role

We are seeking a Senior Solicitor (Immigration) with expertise in forced migration who will manage an existing team of legal professionals, IAA qualified advisers/caseworkers, apprentices and trainees within a busy and friendly legal practice.

The Senior Solicitor (Immigration) will have management responsibilities for the immigration team. You will be responsible for ensuring compliance with all regulatory requirements including with regards the Law Society of Northern Ireland, the Legal Aid Agency and the Immigration Advice Agency (IAA).

The Senior Solicitor (Immigration) will have their own caseload and will be expected to provide immigration advice and identify and pursue systemic challenges and achieve change through strategic legal cases.

You will also contribute to our policy advocacy and influencing work with politicians, policy makers and others, giving evidence to parliamentary committees etc. as required.

We are looking for someone who shares our belief in a fair and humane immigration system where everyone is treated with dignity. You will be driven to uphold the rights of people seeking sanctuary in NI. You will be a self-motivated, committed, and talented professional and reflective in your own practice. You will have the passion, skill, and resilience to stand for people who would not otherwise be able to uphold their rights. If you share our belief, commitment and our values, then please consider an application.

General Candidate Information

The successful candidate will be expected to take up post as soon as practicable, and within 3 months of offer. The successful candidate will be subject to a probationary period of 6 months which may be extended in accordance with LCNI policy.

Holiday entitlement is 24 days annually, building to a maximum of 30 days. This is in addition to 14 statutory and other days. The leave year runs from April – March.

We're looking for a committed, enthusiastic and skilled professional who shares our values and our commitment. If that sounds like you and you're self-motivated with the passion, skill and resilience to support our work for some of the most disadvantaged people, we'd love to hear from you. If you would like to have an informal discussion to find out more about LCNI or this post, please contact us at humanresources@lawcentreni.org and we'll get in touch.

Benefits are:

- 35 hour working week;
- Opportunity to be part of making change happen;
- Access to career enhancing training opportunities;
- Flexible working arrangements;
- Employee Assistance Programme;
- Health & Wellbeing Initiatives;

How to Apply

Please note the following important information about the application process:

- Please complete the application form **in full**. You should ensure that you give examples that **demonstrate** how you satisfy the relevant criteria, including relevant dates. CVs will not be considered.
- Please ensure that you remain within the word limit specified. Any excess will be disregarded by the panel.
- Please return your application form as a **Word** document by email to the email address specified in the application form. Please also return a completed monitoring form as directed.
- Applications received after the closing date will not be considered.
- Applications should be submitted by email to:
humanresources@lawcentreni.org by the closing date.
- We will communicate with candidates by email so candidates should ensure that they regularly check their inbox.
- The panel reserves the right to enhance the criteria as appropriate in the event of a large volume of applications.

Closing date for receipt of applications: **Monday 22nd June 2026 at 12 noon**

Interview date: **Thursday 2nd July 2026.**

In the event that a candidate is invited to interview and is unavailable on the proposed date and time due to reasons beyond their control, the panel may try to accommodate an alternative arrangement subject to their own availability, although this is not guaranteed unless an adjustment is required in accordance with the Disability Discrimination Act 1995.

We are an equal opportunities employer. We welcome applications from all suitably qualified persons. However, as Protestants are currently under-represented in our workforce, we would particularly welcome applications from the Protestant community.

Job Description

Job Title	Senior Solicitor (Immigration)
Location	Law Centre NI, Belfast
Salary	PO4 £44,711 - £47,754 + 5% employer pension contribution
Post	Full-time (35 hrs per week)

Job purpose

The Senior Solicitor (Immigration) will play a critical leadership role within LCNI's Migration Justice Team. Leading a team of legal professionals, you will be responsible for the management, co-ordination and development of immigration legal services at LCNI. In support of LCNI's vision you will lead on identifying and pursuing strategic litigation that drives wider systemic change to bring about a fairer and more humane immigration system in NI.

MAIN DUTIES

Management

- To be the organisation's expert legal adviser on immigration law and to be responsible for leading on LCNI's immigration legal services.
- Lead, develop and grow a team of specialist immigration legal advisers and caseworkers within LCNI's Migration Justice team, including supporting trainee solicitors, advisers and volunteers.
- Line manage and provide legal supervision to LCNI immigration legal advisers and caseworkers, ensuring compliance with LEXCEL quality standards and professional codes of conduct including Law Society of NI and IAA.
- To be responsible for delivering a high quality immigration legal advice, casework and representation service, which is delivered through different means including telephony, clinics and outreach.
- Monitor performance of the legal team in accordance with funder and organisational requirements, ensuring team and individual objectives are achieved.

Strategic litigation

- Identify and lead on pursuing strategic litigation cases that bring about wider systemic change in pursuit of LCNI's vision to achieve a fair and equitable immigration system.
- Manage a small caseload, initiating and conducting appropriate cases and representing LCNI clients before the Tribunal and other courts in accordance with LCNI's casework strategy.
- Work closely with the Director of Legal Services and Engagement to contribute to complex case meetings and effectively demonstrate the impact of Migration Justice casework through external communications, engagement and policy advocacy, including media interviews.

Organisational development

- Provide expert immigration legal advice and guidance to the Migration Justice team, Senior Leadership Team and make recommendations where required to support decision-making processes.
- To develop and maintain effective working relationships with other relevant stakeholders to support LCNI's work and represent LCNI to external stakeholders and organisations, as required.
- To contribute to the development and delivery of training as required.
- To produce and quality assure public legal information, including briefings/legal information papers and other materials.
- To contribute positively as a member of the Law Centre management team.

ORGANISATIONAL DEVELOPMENT & MANAGEMENT

- Identify and progress opportunities for the development and growth of the Migration Justice work that supports its sustainability within LCNI.
- Work collaboratively across teams and promote knowledge sharing across the organisation that supports the achievement of its overall organisational objectives.
- Ensure the accuracy of case recording, provide management and performance reports and contribute to funding bids.
- Role-model LCNI's values in delivering its vision and mission, acting as an ambassador for the organisation.

PROFESSIONAL DEVELOPMENT/RESPONSIBILITIES

- Maintain and develop expertise, continuously building reputation and recognition

as a NI expert in immigration law.

- Identify training and professional development needs, including CPD requirements, in consultation with line manager.

OTHER DUTIES

- Undertake relevant administrative duties in the performance of the above.
- Attend and report to LCNI Board as required.
- Be available to work outside standard business hours on occasion in order to meet the demands of the role.
- Undertake such other duties as may be required from time to time.

As this post involves work with children and vulnerable adults, LCNI will offer the post subject to a satisfactory vetting report from Access NI.

*NOTE: this JD will be subject to review from time to time in line with the changing needs of the organisation.

June 2026

Person Specification

Senior Solicitor (Immigration) (SSI-06-26)

Essential

Desirable

Qualifications, knowledge & experience	<p>*E1 A solicitor eligible to practise in Northern Ireland with at least 3 years' PQE</p> <p>*E2 Excellent knowledge of immigration and asylum law and practice</p> <p>*E3 Experience of managing and leading a team</p> <p>*E4 Experience of conducting immigration litigation</p>	<p>D1 Good working knowledge of legal aid in NI</p> <p>D2 Lived experience of the immigration system</p>
Abilities & skills	<p>E5 Confident in presenting complex information in an accessible way, with excellent oral and written communication skills.</p> <p>E6 Ability to plan, prioritise and lead a team to achieve results</p>	<p>D3 Fluency in a language(s) spoken by migrant communities in NI</p>
Aptitudes/ commitment	<p>E7 Demonstrable commitment to the values aims of Law Centre (NI)</p>	
Circumstances	<p>E8 Willingness to travel as required</p> <p>E9 Available for occasional evening and weekend work in accordance with the requirements of the post.</p>	<p>*D4 Current UK driving license with access to a car (note this will be waived where applicants can demonstrate suitable alternative arrangements or in response to disability needs)</p>

Please note criteria marked * will initially be assessed at shortlisting stage

Our Vision

A just and equal society where people live in the dignity of their rights.

Our Mission

We use the power of law for social change. To stand for everyone's rights by informing and educating people about their rights and by protecting and advancing people's rights, working collaboratively for social justice.

Our Values

The following values underpin all aspects of our work with each other, with clients and with other stakeholders.

<i>Authentic</i>	we act consistently with our commitment to social justice
<i>Integrity</i>	we honour our word
<i>Independence</i>	we work without fear or favour
<i>Expert</i>	we are driven by learning and we bring expert knowledge of the law and evidence of people's experiences of the law to all our work
<i>Cutting-edge</i>	we test the boundaries of law and policy to advance the rights of people in NI. We are creative in developing new solutions for social justice.
<i>Inclusive</i>	we work with and for others. We innovate to make sure our services are accessible to our clients.
<i>Trusted</i>	we are credible and respectful. We build trusted relationships. We care for our clients and each other and when we commit, we can be trusted to see it through.
<i>Professional</i>	we deliver quality services.