



Public
Law
Project

Information pack Senior Research Fellow

July 2025



Who we are

At Public Law Project (PLP), we work to champion fundamental rights and hold power to account. Our work has played a crucial role advancing fairness in our society. In just the last years this includes:

- Fighting against the Rwanda deportation policy and the reneging on Windrush commitments
- Revealing the impact of DWP deductions to benefits and the lack of lawful consultation on cuts to disability benefits affecting 100,000 people
- Sector leading research warning against overreliance on remote advice as a substitute for in-person support and documenting unmet legal need of asylum-seekers in south-west England
- Preventing the implementation of draconian and unconstitutional anti protest laws
- Being a leading voice on public sector use of AI

Our work is highly respected, impactful, and deeply valued across the legal and social justice sectors. To help us build a fairer and more inclusive society, we need your research expertise and commitment to access to justice.

The Role

This is an exciting opportunity to join our team of researchers working to achieve PLP's strategic objectives. This role will focus on ensuring that justice is accessible to all.



As a Senior Research Fellow, you will play a key role in shaping and delivering our research agenda. You will develop and lead high-quality empirical research with support from PLP's Research Director and colleagues across the organisation. Your work will be central to our efforts to design and advance a fair and inclusive administrative law justice system and advocate for a better resourced and more effective system.

You will be a team player who embodies PLP's values and supports a collegiate and inclusive working culture. Working closely with colleagues in casework, public affairs, communications, events and fundraising, you will bring a deep commitment to using research as a lever for change. You will use your expertise to represent PLP externally, collaborate effectively with external partners, including people with lived experience, and help advance our strategic priorities.

This is envisaged as a full-time role, but we will consider part time arrangements for the right person.

As part of our commitment to recruit fairly we use anonymised-selection processes until interview, offer additional interview opportunities to the highest-scoring candidates from under-represented communities, and use 'tie-breaker' provisions at all stages of our selection process.

Vision, Mission & Values

Our 2025-2030 strategy sets out our purpose which is to advance fairness in society through public law and our vision of a fair and inclusive society secured by a just and confident state. Our values



are: equity, expertise, collaboration and courage. You can find out more about our strategy [here](#).

Our **vision**

A world in which the state acts fairly and lawfully

uniquely places us to engage with society's challenges and achieve our vision

Our values are central to how we will need to work

To advance fairness through public law

We strive for **equity**

We share **expertise**

We work in **collaboration**

We act with **courage**

Our purpose will enable us to address these **challenges** and bring about our vision

Rise of authoritarianism and unaccountable power

Greater fracturing of society

Increased economic marginalisation

Escalated unfettered use of technology

Growing impact of climate change

Our vision is a guiding star to the society we will strive to create

The **cornerstones** are its essential conditions and the areas we can add the most value

The **foundational cornerstone** supports the others and describes a PLP equipped to drive our purpose in pursuit of our vision

OUR VISION

A fair and inclusive society secured by a just and confident state



CORNERSTONE 1

Advancing and protecting the frontiers of public law



CORNERSTONE 2

Justice is accessible to all



CORNERSTONE 3

No one is marginalised in society by those with power



FOUNDATIONAL CORNERSTONE
PLP is representative, relevant and respected



Employment information

Job title: Senior Research Fellow

Reports to: Research Director

Contract term: Permanent

Location: Central London (EC1V). Homeworking within flexible working policies. New starters are required to work in the office 2-3 days a week for the first 3 months

Hours: Full-time or Part-time (minimum 4 days / 28 hours pw)

Salary: £45,669 pa, eligible for cost-of-living uplift

Pension: 10% per annum after one year. Statutory minimum during first year.

Leave: A full-time member of staff has 25 ordinary annual leave days each year in addition to bank holidays (usually 8).

Probation period: 6 months. Benefits may be offered at a reduced level during the probation period.

Payment method: Payment is made by electronic transfer on or shortly before the 15th of each calendar month covering payment for that same calendar month.

Flexible working:

PLP is a family friendly employer. We are open to flexible working



arrangements from day one, including those that will enable the post-holder to accommodate their care responsibilities.

PLP employees may be requested to attend occasional evening meetings. However, PLP recognises that post holders may have other commitments and seeks to be as flexible as possible in this regard. In addition, reasonable notice will be given of such commitments outside normal working hours where possible, and time off in lieu may be taken by arrangement.

These details are provided for information only and do not form part of an employment contract or job offer





Job Description: Senior Research Fellow

Primary Duties and Responsibilities

- Identifying and designing new research projects.
- Undertaking in-depth research in line with PLP's strategic priorities.
- Publishing a range of high-quality research outputs aligned with PLP's strategic priorities.
- Leading on MEL for research projects.
- Leading on and developing policy work across PLP's strategic priorities, including working closely with PLP's Public Affairs colleagues on law and policy influencing.
- Chairing and speaking at events.
- Designing and leading on internal and external training and seminars.
- Leading on and developing media briefings and interviews.
- Leading on work for PLP trustees, patrons or chair.
- Working with PLP's grants and fundraising colleagues to identify funding opportunities, leading on funding applications and managing grants.
- Initiating collaborations with research colleagues. Mentoring and/or line managing any research fellows, assistants or interns working on relevant topics, and assisting with recruitment.
- Collaborating effectively with colleagues across teams at PLP to support litigation strategies, develop ideas for events, design and deliver policy influencing strategies, and leading on delivery of shared goals and objectives.



- Developing and strengthening relationships with civil society organisations and other strategic partners.
- Embodying and role modelling PLP's values, including by actively contributing to a collegiate and inclusive work environment.
- Participating actively in PLP's wider work (e.g. through attending team meetings, contributing to working groups, engaging in strategy discussions and participating in PLP events).
- Undertaking other tasks appropriate to role as requested by the senior leadership team.

Person Specification: Senior Research Fellow

Commitment and values Abilities, skills and knowledge	Essential	Desirable
Strong understanding of public/ administrative law principles, and the administrative justice system including issues related to access to justice	✓	
Experience designing and delivering impactful empirical research	✓	
Experience producing high-quality written outputs for different audiences	✓	
Experience developing research- informed policy recommendations or advocacy materials	✓	



Experience of collaborating with external partners including civil society organisations and or people with lived experience	✓	
Experience leading or contributing to funding applications for research	✓	
A strong commitment to PLP's values	✓	
Lived experience in the areas PLP focuses on and or experience working on issues affecting marginalised communities		✓
Experience speaking at public events (including training and workshops)		✓
Grant management experience, including donor reporting		✓
Experience applying monitoring, evaluation and learning frameworks to assess research outcomes and impact		✓
Experience working in NGOs, other civil society organisations or the legal / charity sector		✓
Right to work in the UK	✓	



Application process

PLP is an equal opportunities employer and Disability Confident Employer. We welcome applications from individuals regardless of age, disability, gender, gender identity, marital status, pregnancy/maternity, race, religion and belief, sex or sexual orientation.

Candidates may ask for clarification of elements of the person specification and/or the application process, and may discuss any issues that might impact on how they would be able to undertake the work. PLP will not discuss issues that may give any candidate information that would give them an advantage in their application.

To apply please complete the application form which accompanies this information pack and send it to hr@publiclawproject.org.uk.

The deadline for applications is Sunday 24 August 2025 at 11.59pm.

A recruitment panel will be nominated for each vacancy. The recruitment panel will use the completed application form to assess each candidate's ability to meet the essential requirements of the job as set out in the person specification using a scoring system. The highest scoring applicants will be interviewed.

Initial Interviews will be held on Monday 8 and Tuesday 9 September and if required final interviews will be held on Thursday 18 September 2025.

Further information about the interview process will be provided to successful applicants. Interviews will usually consist of at least one practical test of your abilities relating to the role and a standard interview with a panel of at least two people. Please let us know in advance of your interview if you have a disability and require



reasonable adjustments for the interview and/or assessment process to ensure the process is fair and equitable to all applicants.

Interview questions will be decided in advance based on their relevance to the job description and person specification and scored separately by interviewers. A score sheet will be set in advance, interviewers may only use information from the application form, the interview and any other assessment methods to inform their score.

PLP keeps assessment records/notes for all applicants, whether shortlisted or not, for 12 months. They are stored securely and then destroyed securely after the above period.

All short-listed candidates shall be notified of their selection decision and can obtain feedback from the assessment if they request it. All such requests are dealt with by HR who may pass them on to the relevant person if applicable.



Equality statement of intent

As an employer, PLP will treat all employees and job applicants equally and fairly and will not unlawfully discriminate against them. This also applies to volunteers, interns and anyone undertaking work experience with PLP. Our commitment to equal treatment extends to arrangements for recruitment and selection, terms and conditions of employment, access to training opportunities, access to promotion and transfers, grievance and disciplinary procedures, demotions, selection for redundancies, dress code, references, work allocation and any other employment related activities. Specifically, PLP will endeavour to ensure that:

- i. Whenever practical, we will recruit and maintain a workforce which broadly reflects the diversity of the community in which we operate and serve. We will ensure that the style and content of our job adverts and recruitment materials convey this commitment, and always includes the statement that "The Public Law Project is an equal opportunity employer".
- ii. Subject to cost, we will ensure that job opportunities are advertised widely and to diverse audiences. Where appropriate, PLP will take positive action measures to attract applications from all sections of society and especially from those groups which are under-represented in our workforce.
- iii. We treat all job applicants equally and fairly and do not unlawfully discriminate against them. We do this by ensuring that we operate an open and fair recruitment process, and making decisions using selection criteria which do not discriminate.



- iv. We will take every possible step to ensure that employees and volunteers are treated fairly, with the aim of creating a culture that respects and values each other's differences, that is free of discrimination and promotes dignity, equality and diversity, and that encourages individuals to develop and maximise their true potential.
- v. We recognise our continuing responsibility to develop the potential of all employees, removing any barriers, bias or discrimination that prevents progression or full contribution to the organisation's performance. We will ensure that selection for promotion, training or other benefit is free from discrimination of any kind and is based on the employee's experience and abilities and the needs of the job.
- vi. We will make clear to all employees, volunteers and trustees that anyone who works for PLP in any capacity is entitled to be treated with dignity and respect, and that unlawful discrimination, intimidation, harassment and victimisation are disciplinary offences which will not be tolerated by the organisation and may lead to disciplinary action. We will provide clear and accessible procedures allowing allegations of such conduct to be promptly and sensitively investigated.
- vii. We will provide flexibility to employees in relation to work requirements that may significantly impact on their personal needs and responsibilities and we will seek, as far as possible, to foster a culture that ensures an appropriate work – life balance. We also aim to be aware of days of cultural or religious significance that employees may wish to observe in an appropriate manner.



Privacy notice

When you apply for a job with PLP we will need to collect information about you including your employment history and contact details so that we can assess your suitability for the role and inform you about the progress of your application.

Your records will be kept securely whilst we consider your application. If your application is unsuccessful, we will keep your data until 12 months after the decision was made. If successful, your recruitment information will be kept for 6 years after your last day working with us.

If you opt to provide equal opportunity data to PLP this will be anonymised and retained only as long as is necessary to record the recruitment decision against the anonymised data and no longer than twelve months.

We do not share recruitment information with third parties.