




Recruitment: Lawyer (Racial Justice)

 **Location:** APPEAL's offices, Holborn, London

 **Contract:** Permanent, full-time (37.5 hours per week) or 0.8 (30 hours per week will be considered)

 **Salary:** £42,600 to £46,300 pro-rata (salary depending on experience) + benefits

 **Apply by:** 5pm, 2nd November 2025

 **Interviews:** end November to mid-December 2025

About APPEAL

APPEAL is a charity and law practice that fights miscarriages of justice. We represent people who have been wrongfully convicted or unfairly sentenced - people like Andrew Malkinson, who spent 17 years in prison before his conviction was quashed.

Our team of lawyers, investigators, and survivor advocates work together to secure justice where the system has failed. We go beyond legal work—providing holistic support, raising awareness, and pushing for systemic reform.

Read our latest impact report at <https://appeal.org.uk/impact-report-2024-25/>

Current Vacancies

At present we are recruiting three roles, Lawyer, Lawyer with Racial Justice focus and a Racial Justice Researcher.

We are open to combining roles where appropriate. If you are interested in combining one or more roles, please state in your cover letter.

The Role - Lawyer (Racial Justice)

We are looking for an experienced criminal defence practitioner – solicitor or barrister, who wants to make a real difference. You will lead complex appeal cases, with a focus on racial inequalities experienced by Black and other racially minoritised people. Collaborating with a passionate team and experts in the field, you will contribute to changing the criminal justice system for the better.

Job Description

Position Title	Lawyer (Racial Justice)
Salary and benefits	<ul style="list-style-type: none">• £42,600 to £46,300 pro-rata depending on experience• Full Time, 37.5 hours per week or 0.8 at 30 hours per week• Permanent• 25 days annual leave pro rata + bank holidays + the days in between Christmas and New Year
Location	<ul style="list-style-type: none">• 6th Floor, 72-75 Red Lion Street, London, WC1R 4NA• We are open to hybrid working where it is not necessary for you to be in the office or elsewhere for necessary research.• Where fieldwork is not being carried out, you will be expected to come into the office at least 3 days per week
Line management	<ul style="list-style-type: none">• APPEAL's Co-Director
Proposed key dates	<ul style="list-style-type: none">• Apply by 5pm 2nd November 2025• Interviews: mid-November to December 2025• Proposed start date: as soon as possible (flexible)
Job summary	Working on criminal appeal cases with a particular focus on issues relating to Black and other racially minoritised groups.

Key responsibilities	The following is a non-exhaustive list of the Research on Racism and Injustice's responsibilities:
Casework and Litigation	<ul style="list-style-type: none"> • Litigating criminal appeal cases • Drafting applications to the Court of Appeal and Criminal Cases Review Commission
Client Support and Advocacy	<ul style="list-style-type: none"> • Take an anti-racist, gender-responsive and trauma-informed approach to legal representation
Campaigning and Reforming	<ul style="list-style-type: none"> • Working with other colleagues on APPEAL campaigns and law reform projects
Compliance and Contributions to the team	<ul style="list-style-type: none"> • Maintain regulatory standards (SRA, Charity Commission, Legal Aid Agency etc). • You will maintain accurate and up-to-date records as required by the organisation's Practice Manual. • Assist colleagues with practice management including attending relevant meetings or training sessions as appropriate. • You will support the organisation with resource development objectives. • You will promote APPEAL's key aims and strategies.

Person specification

Selection criteria		Essential	Desirable
Experience, Knowledge and Skills	Qualified solicitor or barrister in England & Wales with a minimum of two years' experience practising in criminal defence work	x	
	Understanding and awareness of racism, discrimination and intersectional approached to disadvantage in the criminal justice system	x	
	Strong analytical, and investigation skills, with the ability to assess complex legal issues and develop effective strategies	x	
	Excellent legal research and drafting skills	x	
	Familiarity with the criminal Legal Aid scheme		x

	Resilient, tenacious, and experienced in working with vulnerable clients		x
	Knowledge of criminal appeals law and procedure, including applications to the Criminal Cases Review Commission and the post-conviction disclosure regime		x
	Experience in delivering professional training or working in a supervisory role		x

Important information



1. Length of Contract and Right to Work

Permanent position after 3 month probationary period. APPEAL can only consider applications from those who have the right to work within the UK.

2. Salary

As advertised. Additionally, we are Living Wage employers with a flat salary structure, and all salaries are reviewed annually.

3. Annual/Total Leave

Annual leave is 25 days pro rata per annum from 1st April to 31st March, plus public holidays and the days between Christmas and New year. An additional day of annual leave is added to this per year of service, up to a cap of 5 years.

4. Pension Scheme

We offer the statutory minimum pension scheme for all team members.

5. Learning and Development

We have a small training budget and encourage staff to commit to their own personal development. We allow flexible working so if staff want to take on additional training or qualifications, they can discuss this with their line manager.

6. Equality and Diversity

APPEAL particularly encourages applications from people with lived experience of injustice, from a BAME background, with disabilities, who identify as LGBTQ+, or who were the first generation to attend university, who are currently underrepresented in leadership in organisations providing legal representation. We are an equal opportunities employer and are committed to promoting principles of inclusion and diversity in our work. We are open to considering flexible working arrangements, particularly to support parents with childcare or those with other caring responsibilities.

7. Probationary Period

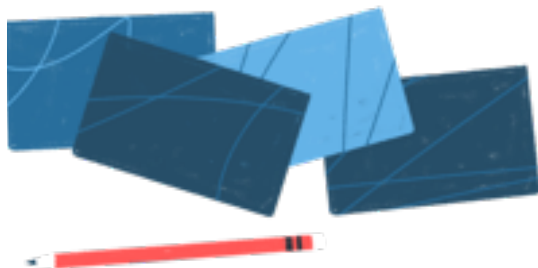
New appointments are subject to a 3-month probationary period. Performance is reviewed and at the end of the probationary period the outcome may be confirmation of post; notice of dismissal; or at APPEAL's discretion, an extension of the probationary period by a further 3 months.

8. Location

Our offices are in central London. The postholder must attend the office at least 3 full days per week.

9. Hours of Work

This is a permanent position, 37.5 hours per week. Hours may be worked flexibly.



How to Apply and What Happens Next

How to Apply:

- Please send a CV and cover letter explaining how you meet the essential and desirable criteria of the person specification to operations@appeal.org.uk by 5pm on 2nd November 2025.
- Please also include an anonymised example of a piece of written work (e.g an advice, skeleton argument etc).
- Include the Equal Opportunities Monitoring Form as a separate document (these will not be looked at as part of your application and are for data monitoring purposes only).
- To assist us in our commitment to anonymous recruitment, please **do not include your name in these documents**, but place your name and contact information (email address and phone number) in the body of the email to which these documents are attached.

Application Process:

- Apply by 5pm 2nd November 2025
- Interviews: mid-November to December 2025
- Proposed start date: as soon as possible (flexible)
- If you have any access needs you would like us to consider, or issues with availability, please indicate so in the email enclosing your application.

If you have any questions about the role, please email operations@appeal.org.uk.