



April 2026

JustRight Scotland (JRS) strives to be an equal opportunities employer and is committed to equality and diversity. We support flexible working where possible. We are Disability Confident Committed and will make reasonable adjustments for disabled candidates including offering a guaranteed interview to disabled candidates who meet the minimum criteria. We value the expert contribution of those with lived experience of the issues that JRS exists to tackle.

Please read the Job Description and Person Specification carefully and consider it when writing your responses to the questions below. It sets out exactly what we are looking for and should frame the way you complete this application form.

Where we specify a word limit, that is the maximum, and any words over the limit will be disregarded. However, there is no need for you to feel the need to write to the limit if you can answer the question in fewer words. Feel free to use bullet points or lists where helpful.

Should you wish to discuss the role, including reasonable adjustments or anything else relating to a disability in connection with this recruitment exercise, then please contact Natalia on 0141 406 5350. She will arrange for you to have a confidential discussion.

This job application pack contains the following information:

- **About JustRight Scotland**
- **Job Description**
- **Person Specification**
- **Application Form**
- **Equality and Diversity Monitoring Form**

The closing date for applications is Monday 27 April 2026 at 5.00pm.

All applicants will be notified whether they have been selected for an interview as soon as possible after the closing date. Interviews will take place during the week commencing Monday 11th May 2026. These will be held in person unless you require a different arrangement. If shortlisted for interview, you will be asked to prepare a presentation in advance.

Please email completed applications to recruitment@justrightscotland.org.uk with the header PRIVATE AND CONFIDENTIAL.

There are currently two positions open. A Permanent full-time role of Legal Caseworker or a 6-month Fixed-term role of Legal Caseworker. Please ensure to note which role you are applying for.

If you are applying for both Legal Caseworker positions currently advertised, please indicate this in your application and/or notify us by email. You don't need to replicate your application.

If you require to receive this information in a different format, or have any other questions about applying, please contact Natalia on 0141 406 5350.

With thanks,

**Andy Sirel
Legal Director
JustRight Scotland**

Dear Applicant,

**Legal Caseworker – Scottish Refugee and Migrant Centre (SRMC) and Scottish Anti-Trafficking & Exploitation Centre (SATEC)
Permanent or [6 Months Fixed Term], Full- time**

Thank you for your interest in applying to become a Legal Caseworker for Scottish Refugee and Migrant Centre (SRMC) and Scottish Anti-Trafficking & Exploitation Centre (SATEC), which is a specialist legal centre run by JustRight Scotland.

SRMC provide legal advice and representation to women, children and other migrants who are struggling to access their rights because of their refugee, asylum seeker or migrant legal status. We use our casework experience and expertise to engage in policy and influencing work and are stakeholders on Scottish Government working groups – often invited to contribute to policy evidence and to draft guidance in areas that impact our client group.

SATEC provides legal advice and representation to child and adult survivors of trafficking and exploitation across Scotland, as well as serving as a hub for outreach, policy, training and research. It is the only specialist legal project in Scotland that provides direct legal advice and representation to child and adult survivors of trafficking and exploitation in Scotland regardless of nationality, gender, type of exploitation and geographical location.

If successful, you will work under the supervision of the SRMC Senior Associate Solicitor to assist with our human rights legal casework, as well as our work in public legal education, training, research and policy. You may also occasionally be required to assist the Solicitors in both our Scottish Refugee & Migrant Centre and Scottish Anti-Trafficking & Exploitation Centre.

This is an exciting opportunity to contribute to the work of our innovative legal centres and develop your knowledge and experience of human rights law and practice. It is a varied role that may also include the opportunity to contribute to the development of the law and practice in Scotland through policy, training, research work and strategic litigation.

JustRight Scotland

The SRMC and SATEC Legal Caseworkers will be employed by JustRight Scotland (JRS) which is Scotland's legal centre for justice and human rights. We use the law to defend and extend people's rights.

We believe in inclusion and social justice collaboration, which means that all our work is focused on addressing gaps in access to justice which lead to discrimination and disadvantage. We aim to tackle those issues by sharing resources, and working with non-lawyers, to explore models for providing expert legal advice and information, efficiently and effectively.

We do this by providing legal services directly to individuals as well as working to improve outcomes for our clients by contributing to policy and research and delivering training and outreach.

We operate four centres of legal excellence. Our other centres are the Scottish Refugee and Migrant Centre, the Scottish Just Law Centre, and the Scottish Women's Rights Centre. Our teams work together holistically.

All of our legal services are delivered through JustRight Scotland LLP, as required by Scottish solicitor regulation.

You can find further information about our vision, our values and our work at www.justrightscotland.org.uk.

Job Description

Job title: Legal Caseworker, SATEC & SRMC

Reports to: Senior Associate Solicitor, SRMC

Contract: Permanent Full-Time or 6 Month Fixed-Term

Salary: £28,950 to £31,890 [pro-rata]

Appointments are ordinarily made at the minimum salary point. Candidates who achieve exceptional scores at shortlisting and interview may be appointed at a higher point. Following appointment, annual progression will take place in line with the charity's policy.

**Benefits: 8% employer pension contribution
38.5 days annual leave (FTE) inclusive of public holidays
Flexitime and flexible working**

**Remote and hybrid working
Peer support programme
Access to funded counselling service
Personal training and development budget**

**Location: Home-based and JustRight Scotland (JRS) Offices – Glasgow,
with travel expected around Scotland**

Job Purpose and Context:

As Legal Caseworker, you will assist the SATEC and SRMC solicitors to provide trauma informed legal information, advice and representation to refugees, migrants, and victim-survivors of trafficking and exploitation, throughout Scotland and to input into policy, training and research work linked to the legal work of the Centres.

This is an exciting opportunity to contribute to the work of our innovative legal centres and develop your knowledge and experience of human rights law and practice. Please note, this role has very limited direct client work.

Key Responsibilities:

Specific:

Under the supervision of the SATEC and SRMC solicitors:

- **Provide casework support assisting solicitors to provide initial legal advice and human rights information to individuals and organisations, through legal outreach work.**
- **Provide casework support to assist the solicitors to provide direct legal advice and representation to clients.**
- **Undertake financial and administrative duties linked to the Centres' casework, outreach as well as the operation of the Centres.**
- **Assist with administrative work required for the regular review and evaluation of project implementation/Key Performance Indicators.**
- **Attend, and contribute to, SATEC and SRMC internal meetings where required.**
- **Maintain timely and accurate records of work undertaken using our case management system and procedures in a safe, efficient and effective manner.**
- **Assist the SATEC and SRMC solicitors with the development and delivery of internal and external professional training, as well as the development of human rights information and other resources for the Centres' public legal education programme.**
- **Assist the SATEC and SRMC solicitors with policy and influencing work in areas of importance to the Centres' client groups.**

- Travel, when required, to conduct work across Scotland. This includes assistance with representation at courts and tribunals, attendance at other JRS linked offices, and attendance at outreach surgeries and training venues.

General:

- Work independently but also collaboratively with other members of the JRS team and our partners.
- Complete other tasks necessary to contribute to the operational management, sustainability and development of JRS in the pursuit of its strategic goals.
- Prioritise work effectively and ensure that work is completed professionally and to high standards.
- To ensure that an inclusive, human rights-based approach lies at the core of how work is conducted, and to represent the organisation publicly in the spirit of JRS values: Strategic, Inclusive, Collaborative and Work with Integrity.
- To conduct all work in line with JRS policies and procedures, including our Equalities and Diversity Policy.

Person Specification

| | | Essential | Desirable |
|---------------------------------------|--|-----------|-----------|
| Knowledge & Qualifications | University degree | X | |
| | Knowledge of UK and European human rights law and procedure | | X |
| | Demonstrable interest in human rights, and working to achieve social justice | X | |
| | An understanding of the experiences of refugees, migrants, and victim-survivors of trafficking and exploitation | X | |
| Skills and Experience | Excellent English written and oral skills, with the ability to communicate complex issues in clear, jargon-free, | X | |

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| | language | | |
| | Experience of undertaking legal or related casework including the provision of advice | | X |
| | Experience of working cross-sector or in collaboration with other partner organisations | | X |
| | Experience of organising and delivering professional training or public legal education | | X |
| | Experience of working on and contributing to influencing policy | | X |
| | Ability to complete tasks to a high standard without continuous supervision | X | |
| | Ability to work in a small team in a cooperative, flexible and supportive manner | X | |
| | Ability to manage own time by prioritising tasks and meeting competing deadlines | X | |
| | Ability to develop successful collaborative working relationships externally | X | |

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| | Confident ability in use of MS Office: Outlook, Word, Excel and Powerpoint | X | |
| Qualities | A commitment to the promotion of human rights and working to increase access to justice | X | |
| | A commitment to an inclusive, human rights-based and trauma informed approach to working with clients | X | |
| | Understanding, awareness of, and commitment to, the principles and practice of equal opportunities and diversity | X | |

Application Form

Please read this application form and the application pack carefully before you start to complete this form. Please complete each section, demonstrating how your skills, knowledge and experience meet the person specification for the post. You may find it helpful to illustrate with examples from your previous professional or voluntary work, or studies. Do not include a separate CV or other background material, as we will only use the information in this form when deciding whether to shortlist applicants.

Please email completed applications to Natalia at recruitment@justrightscotland.org.uk with the header PRIVATE AND CONFIDENTIAL or post them marked "private and confidential" to Natalia, JustRight Scotland, 152 Bath Street, G2 4TB.

If you are applying for both of the Legal Caseworker positions currently advertised, please indicate this in your application and/or notify us by email.

The closing date for applications is Monday 27 April 2026 at 5.00pm. Interviews will take place during week commencing Monday 11 May 2026 (please note this is a provisional date), and candidates will be expected to complete an exercise pre-interview.

CONTACT DETAILS

Name

Address

Postcode

Email address

Phone numbers (Day)

(Evening)

I understand that JRS will hold the information I have given in this form, solely for purposes of considering my application, and as part of my contract record, if successful. I consent to this, and understand that I can ask JRS to produce for me, or delete this information at any time, on my request.

I confirm that to the best of my knowledge the information given in this application is correct, that I am lawfully able to undertake this work, and that any information given can be treated as part of any subsequent contract.

Signed:

Date:

Personal Details

| | |
|-----------------------|--|
| Full Name | |
| Preferred Name | |
| Email Address | |
| Phone Number | |
| Address | |

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|---|--|
| Candidate No. (for JRS only) | |
|---|--|

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|---|--|
| Candidate No. (for JRS use only) | |
|---|--|

Experience, Skills, and Additional Information

| Essential Criteria |
|---|
| <p>Please explain how you meet the following essential criteria.</p> <p>You are not required to give a competency style/STAR answer but may be asked to do so at interview.</p> <p>(maximum of 150 words for each section)</p> |

Demonstrable interest in human rights, and working to achieve social justice

An understanding of the experiences of refugees, migrants, and victim-survivors of trafficking and exploitation

Ability to complete tasks to a high standard without significant supervision

Excellent English written and oral skills, with the ability to communicate complex issues in clear, jargon-free, language

Ability to manage own time by prioritising tasks and meeting competing deadlines

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| Ability to develop successful collaborative working relationships externally | |
| Confident ability in use of MS Office: Outlook, Word, Excel and PowerPoint | |
| Ability to work in a small team in a cooperative, flexible and supportive manner | |
| A commitment to the promotion of human rights and working to increase access to justice | |
| A commitment to an inclusive, human rights-based and trauma informed | |

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| <p>approach to working with clients</p> | |
| <p>Understanding, awareness of, and commitment to, the principles and practice of equal opportunities and diversity</p> | |

| <p>Desirable Criteria</p> | |
|---|--|
| <p>Please explain whether and how you meet any of the desirable criteria from the person specification. Choose <u>no more than three</u> which you feel you best meet.</p> <p>(Maximum of 150 words for each section)</p> | |
| <p>Knowledge of UK and European human rights law and procedure</p> | |

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| Experience of undertaking legal or related casework including the provision of advice | |
| Experience of working cross-sector or in collaboration with other partner organisations | |

Experience of organising and delivering professional training or public legal education

Experience of working on and contributing to influencing policy

Personal Statement

Please summarise why you would like to be appointed and why you are suited to this role.

(Maximum of 250 words)



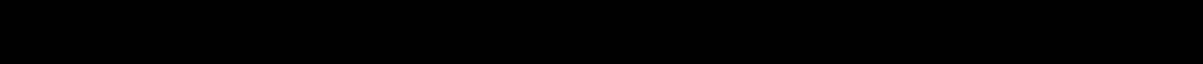
| | |
|---|--|
| Candidate No. (for JRS use only) | |
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|---------------------------|
| Employment History |
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Please only include the experience you consider to be relevant to this application. If you need additional space for relevant experience / employment, then use an additional sheet of paper. You may include voluntary work if relevant.



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|---|--|
| Employer | |
| Role / Job Title | |
| Date from | |
| Date to | |
| Brief description of role (max 50 words) | |



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|---|--|
| Employer | |
| Role / Job Title | |
| Date from | |
| Date to | |
| Brief description of role (max 50 words) | |



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| Employer | |
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| Brief description of role (max 50 words) | |

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| Role / Job Title | |
| Date from | |
| Date to | |
| Brief description of role (max 50 words) | |

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| Employer | |
| Role / Job Title | |
| Date from | |
| Date to | |
| Brief description of role (max 50 words) | |

| Referees | |
|---|--|
| <p>Please give the details of two referees. One of these should be your current or most recent employer. If you are shortlisted for the post, we may contact one of your referees before your interview. You may indicate that you would prefer us not to contact one particular referee at this stage.</p> | |
| Name | |
| Job Title | |
| Company / Organisation | |
| Address | |
| Email Address | |
| Phone Number | |
| Contactable prior to interview? | |
| Name | |

| | |
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| Job Title | |
| Company / Organisation | |
| Address | |
| Email Address | |
| Phone Number | |
| Contactable Prior to Interview? | |

RIGHT TO WORK IN THE UK

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| JRS will only consider applications from individuals who are eligible to work in the United Kingdom. Please place an “X” in the box to confirm you have an existing right to work in the UK. | <input type="checkbox"/> |
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DISABILITY CONFIDENT

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| Please place an “X” in the box if you are a disabled applicant who would like to be considered in accordance with our commitment to the Disability Confident Programme. | <input type="checkbox"/> |
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APPLYING FOR BOTH ROLES

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| Following GDPR guidance, if you would like to apply for both of the Legal Caseworker positions currently advertised, please place an “X” in the box. | <input type="checkbox"/> |
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