



Senior Policy, Assurance and Compliance Officer

Independent Commission for Reconciliation and Information Recovery (ICRIR)

Closing Date: 1st December 2025, 11.59pm

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Welcome! Fáilte! Fair fa ye! Croeso!



A Commission that serves the people of Northern Ireland

The Independent Commission for Reconciliation and Information Recovery (ICRIR) has been set up to provide information to families, victims and survivors of Troubles/Conflict-related deaths and serious injury, and to promote reconciliation.

I accepted the role of Chief Commissioner because I believe this is worth doing. All those affected by the Troubles/Conflict need the legacy of the past to be properly dealt with. Previous attempts to address this have failed but that doesn't mean we can simply give up. The importance of reconciliation is known by all those who have been affected by the Troubles/Conflict and its legacy.

For each and every person, that will mean something different. I want the Commission to best serve the people of Northern Ireland and beyond.

I believe we have a real opportunity here to deliver the answers that people are looking for. To do this, we need to build an independent organisation that's founded on integrity, expertise, and fairness.

Best wishes,

Sir Declan Morgan, Chief Commissioner

Who we are

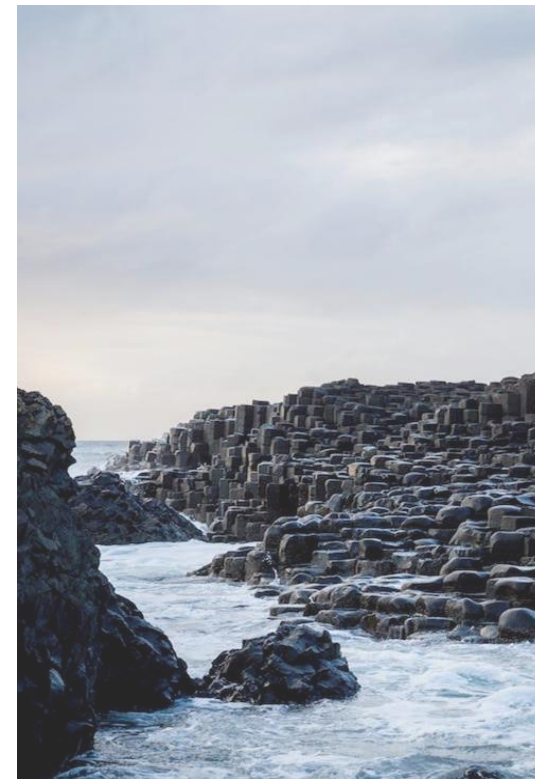
The Independent Commission for Reconciliation and Information Recovery is an independent organisation that has been established to recover information about Troubles/Conflict-related deaths and serious injuries to families, victims, and survivors and to promote reconciliation.

We are building a values-led organisation. We operate with integrity, impartiality, openness, accountability, and respect, as set out in our Code of Conduct. This is reflected in our fair and open recruitment processes. We encourage people to join us across all backgrounds, communities and faiths to help us deliver.

The Commission is based in Belfast, with further operational sites in Northern Ireland and London. Travel to all locations will be required, but hybrid working arrangements will help us support a range of flexible working patterns. This is an exciting opportunity to join an organisation with a unique and vital remit. The organisation is entering a key period of preparation for transition to the Legacy Commission, including planning for operationalisation of new powers, legislation and capabilities.

The Commission is formed of seven Commissioners, the Chief Commissioner, Sir Declan Morgan, the Chief Executive Officer, Louise Warde Hunter and the Commissioner for Investigations, Peter Sheridan, as well as four Non-Executive Commissioners to provide challenge and scrutiny to the executive team.

We are committed to creating a diverse and inclusive workplace. We welcome applications from all communities and backgrounds, including underrepresented groups. We value diversity in our workforce as it enhances our ability to serve the communities of Northern Ireland and the United Kingdom.



ICRIR's Code of Conduct

- Integrity
- Impartiality
- Openness
- Accountability
- Respect

The Commission's work will:

- investigate deaths and other serious Troubles/Conflict-related incidents, where requested, including deciding whether a criminal investigation should be part of the investigation.
- as part of investigations, give the opportunity for individuals to make personal statements on how the incidents have affected them.
- require that any information necessary for our work is provided by PSNI, the security services, the Northern Ireland Office or any other public body and require that any person comes to the Commission to provide information.
- use police powers, where appropriate, including to secure evidence, arrest, and question suspects.
- produce and publish reports setting out the findings that have been determined from the investigations and addressing questions that have been raised by those making the request.
- refer deaths and other serious Troubles/Conflict-related incidents to prosecutors, where appropriate.
- produce a record of deaths that were caused by incidents during the Troubles/Conflict, and strive, through all it does, to promote reconciliation.

In addition to its principal objective to promote reconciliation, the Commission has agreed that a trauma and resiliency - informed approach should be taken in all its work and that it should follow three essential principles:

- Compliance with the ECHR;
- Respect for the principles of the 1998 Belfast Good Friday Agreement; and
- Focus on providing useful information to those affected by the Troubles/Conflict.

Our Team

- **The Chief Commissioner** has overall responsibility for leading and setting the strategic direction of the Commission to enable it to achieve its overarching aims and objectives. He is responsible for the production and publication of final reports. He will be supported by a Findings Team who, under his supervision, will support in preparing reports. The Chief Commissioner chairs the Commission's **Board** which provides challenge, scrutiny and insight to enable the Executive Committee and wider team do its vital work.
- The **Chief Executive Officer** leads the efficient and effective running of the organisation, ensuring that it discharges its functions in line with all legal requirements and that staff are galvanised to work in support of the Commission's mission. They are the Accounting Officer for the organisation but do not take operational decisions on investigations, or reports.
- The **Commissioner for Investigations** leads the Investigations Directorate (covering the Case Support and Information Recovery teams) and is designated with the full powers and privileges of a constable. They are responsible for taking decisions about accepting a request and for how the investigations are conducted. The Commissioner for Investigations will oversee a trauma and resiliency - informed approach through all investigative work and will be supported by three Assistant Commissioners.

About the role

Job Title

Senior Policy, Assurance and Compliance Officer

Salary

£70,000

Location

Our main operational base is Belfast, with an operational site in London. Staff are split across our London and Belfast offices; therefore, regular travel may be required as will regular attendance in the office. Home working may be considered on occasions subject to operational requirements and in line with the Commission's approach on hybrid working and with the agreement of your line manager. The Commission's office attendance policy is hybrid 50% office-50% home.

Working Pattern

Full time; flexible working may be considered where operational demand permits. The role may include occasional out-of-core-hours working. This role is not suitable for part time hours owing to operational demand.

Contract Type

This role is offered on a permanent basis. Secondment or loan arrangements from other organisations will also be considered, including employer pension contributions.

Security Level

Willingness to be assessed against the requirements for SC clearance, if not already cleared.

Closing Date

1st December 2025, 11.59pm

Interview Date

Expected week commencing 5th January 2026

The Role

The Senior Operational Policy Assurance and Compliance Officer (SOPAC) is a key part of the Operational Policy, Assurance and Compliance team in the ICRIR. The team play a key role in assuring that the crucial work being carried out in the Investigations and Findings teams is carried out to the required standards, meets the public and internal facing policy and process requirements, and is in accordance with the values, mission and vision of the Commission. You will be a strategic leader capable of anticipating long-term impacts and shaping direction across the Commission, and with external stakeholders. You will shape the function and its strategies, plans and practices to support the Commission's transition and long-term vision. You will contribute at a senior level, keeping the Commission's senior and executive teams informed with progress in the function's area and offer options, challenges and advice at senior levels with big-picture thinking and decision-making.

ICRIR has entered a period of reform in preparation for its transition to the Legacy Commission including operationalisation of new powers, legislation and capabilities. The SOPAC's role at this key time will be strategically pivotal and transformational, ensuring ICRIR continues to deliver for victims, families and survivors whilst simultaneously developing new and futureproof policies and processes.

Reporting to the Head of Operational Policy, Assurance and Compliance, you will support them in a thematic policy review to streamline and improve existing policies and processes whilst supporting the changes required to transition to the Legacy Commission, futureproofing the function and the work more broadly in the long-term. You will encourage ideas and improvements and challenge the status quo to inform a transformation of the function's delivery, including by the use of technology and tools such as AI. You will develop joined-up strategies and policies that add value for the operational teams and stakeholders. You will identify systemic compliance issues and shape strategic improvements, as well as refine the framework for the continuous improvement of processes.

You will lead and motivate a small policy, compliance and assurance team, inspiring them and the broader operational teams to engage with and deliver the Commission's objectives. You will build a high-performing team aligned with the Commission's strategic priorities, actively sharing and promoting knowledge and sharing of skills, championing development and inclusivity, and you will seek and implement feedback from across the Commission. There may be resource/people management responsibilities supporting the academic researchers' team and oversight of the secretariat responsibilities for the External Advisory Group.

The Role continued

You will use your extensive experience to actively participate in the business-as-usual work of the team as well as providing strategic oversight and direction. You will ensure the timely and high-impact delivery of strategic assurance and inspection activities covering all operational aspects of the Commission's investigations process through the Support, Information Recovery and Findings stages. You will oversee and undertake reviews and other evidence gathering activities to a consistently high standard. You will manage and evaluate a wide range of information and produce strategic insights and robust evidence to inform Commission decision-making in the areas of compliance and adherence to Commission policies and processes in operational casework.

Key Responsibilities

Supporting the Head of Operational Policy, Assurance and Compliance in:

- Building strategic partnerships across boundaries with operational teams, other stakeholders and externally, to develop clear, in-depth insight into the operational teams' needs.
- Lead the development and dissemination of fit-for-purpose policies that are strategically aligned, operationally effective, and futureproof. Ensure policies are co-designed with stakeholders, clearly communicated, and embedded across teams to support consistent, high-quality delivery.
- Provide data-driven, strategic oversight of policy adherence across Case Support, Information Recovery and Findings teams, ensuring compliance with Commission standards. Identify risks and mitigations, escalate non-compliance with clarity and urgency, and use insights to influence senior decision-making and drive operational improvements.
- Drive delivery and break down barriers by developing a granular understanding of the operational team's needs and how the policies and processes support delivery of that, using this knowledge to remove barriers in policy and process.
- Use your extensive experience to contribute actively to workflows in the small team, developing granular knowledge and subject matter expertise.
- Design and implement assurance frameworks that are robust, scalable and grounded in best practice, enabling continuous improvement and supporting the Commission's long-term vision. Ensure frameworks are responsive to evolving legislative and operational contexts.

Key Responsibilities continued

- Ensure the timely and high-impact delivery of thematic and systemic compliance and assurance reviews including case reviews and evidence gathering, ensuring these are rigorous, impartial and aligned with recognised standards. Set clear assurance and audit priorities and managing resources to deliver robust, actionable insights that inform strategic improvements and support the Commission's transformation agenda whilst ensuring existing policies are working. Translate findings into strategic recommendations that enhance operational integrity and public confidence.
- Provide strategic oversight of the team, ensuring its outputs are timely, high-quality and aligned with the Commission's strategic priorities. Become an enthusiastic subject matter expert and ensure the team members develop the same knowledge and relationships. Champion inclusive engagement, transparency and collaboration, and ensure the team is supported to contribute meaningfully to the Commission's transformation.
- Represent the Commission with authority and credibility when presenting assurance findings to the Executive Leadership Team and External Advisory Group, translating complex evidence into strategic insights that inform decision-making and build trust. Communicate with clarity, conviction and sensitivity to context, adapting style to engage diverse stakeholders and obtain buy-in for challenging findings and recommendations.
- Demonstrating and actively promoting the Commission's values and strategic vision, fostering a culture of inclusivity, performance and continuous learning. Champion staff development through coaching, feedback and opportunities for reflection and growth, and actively promote wellbeing and psychological safety.
- Provide strategic leadership and oversight of the OPAC team, setting direction, empowering staff, and ensuring workstreams are aligned with organisational priorities. Build a high-performing, collaborative team culture that supports innovation and excellence.
- Consistently demonstrate and promote the Commission's values and long-term vision, embedding them into team behaviours, decision-making and service delivery. Inspire others to uphold these values and contribute to a shared sense of purpose and impact.

We are happy to discuss the role and answer any questions you may have. Please feel free to contact us for an informal conversation about the role and our organisation.

Person Specification

Essential Criteria

- Deep strategic understanding of the ICRIR's mission, values and evolving remit, with the insight and judgement to navigate the complex challenges of its transition to the Legacy Commission. Demonstrates the ability to anticipate long-term implications, and shape policy and operational direction accordingly.
- Experience in relevant operational contexts (e.g. law enforcement, regulatory or investigative environments).
- A proven track record in developing, implementing and assuring policy and audit frameworks in a data and evidence-led manner that drive performance and accountability, shape strategic decisions, enhance service delivery and influence senior stakeholders.
- Exceptional communication and influencing skills, with the ability to engage credibly and confidently with stakeholders at all levels. Able to convey complex ideas with clarity and conviction, build trusted relationships, and influence strategic outcomes across organisational boundaries.
- Demonstrated ability to lead others in solving complex, high-stakes problems, using sound judgement, evidence and creativity to make effective decisions under pressure.
- Proven capability to set strategic direction, drive high performance and maintain focus on core priorities, even in the face of ambiguity or competing demands.
- Strong organisational and prioritisation skills, with the ability to manage multiple complex workstreams simultaneously while maintaining quality, pace and impact.
- Sound judgement in weighing competing perspectives and risks, with the ability to generate pragmatic, values-led solutions that support the Commission's objectives and uphold public confidence.
- Consistently demonstrates the values and ethical standards set out in the ICRIR Code of Conduct, acting with integrity, impartiality and respect in all interactions.
- Forward-thinking and innovation-oriented, with a willingness to lead the exploration and adoption of novel tools — including AI — to enhance policy delivery, assurance and operational effectiveness.
- Ability to operate in a flexible manner to support operational demands, and contribute to the team's throughput at all levels.
- Willingness to undergo and meet the requirements for SC clearance, if not already held.

Person Specification

Desirable Criteria

- Experience in developing policy and oversight systems in response to new legislation or during periods of organisational transition, showing the ability to navigate complexity, anticipate risks and embed sustainable, futureproof change.

Our Recruitment Process

All applications for employment are considered strictly on the basis of merit. This job description should not be taken as constituting conditions of employment. You should consider if you can meet the values in the ICRIR Code of Conduct, especially in relation to any conflicts of interest that you might have. More information can be found at [ICRIR Code of Conduct – Independent Commission for Reconciliation & Information Recovery](#).

Additional information received after the closing date will not be considered. Failure to provide sufficient information in support of an application prior to the closing date will not be considered as grounds for an appeal if an applicant is not shortlisted for interview.

The selection and interview process will consist of two stages as detailed below:

Stage 1: Sift

Your application will be reviewed against the Person Specification above by a blended panel.

Please provide a CV setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.

Please also provide a statement of suitability (max 1000 words) setting out your key skills and experience against the essential criteria listed in the person specification.

Where appropriate, please indicate your location preference for the role – either Belfast or London.

Stage 2: Interview Successful candidates who meet the required standard at sift will be invited to an interview held via video conference or face-to-face.

At this stage, candidates will also be asked to complete a draft Declaration of Interest.

At your interview, you will be assessed on how your skillset and experience align with the essential and desirable criteria of this role.

We will try and offer as much flexibility as we can, but it may not be possible to offer alternative dates for assessments or interviews. You are therefore asked to note the timetables provided under the about this role section. Please note dates may be subject to change and we reserve the right to close the job earlier than advertised.

You can apply for this post through recruitment@icrir.independent-inquiry.uk

Outcome

Please note that if you are successful in your application, you will be asked to list any interests you have which may be relevant to this role and consider any potential conflicts of interest. Your provisional offer will also be subject to right to work checks, providing two satisfactory references and obtaining the relevant security clearance level. A formal offer will then

follow. Please do not provide notice to your employer until the formal offer has been accepted.

If you have any questions or would like an informal chat about the role before applying, please contact recruitment@icrir.independent-inquiry.uk

Disabled Candidate Interview Scheme

We are committed to being an inclusive employer with a diverse workforce. We will offer an interview to any applicant with a disability who has indicated they would like to take part in our Disability Interview Scheme, provided they meet the essential criteria for the post as set out on the Person Specification page. Please let us know if this applies to you when submitting your application. If you need any reasonable adjustments to

take part in our selection processes, please contact recruitment@icrir.independent-inquiry.uk

Merit Lists

If we identify more appointable candidates than we currently have posts available, we will hold applicant details on a reserve list from which further appointments can be made for a period of 12 months. This may include roles at a lower pay band.

If you don't want to be added to the reserve list, please contact recruitment@icrir.independent-inquiry.uk

Expected Timeline

The anticipated timetable is as follows:

Advertisement Closing Date	1 st December 2025, 11.59pm
Stage 1: Sift	w/c 1 st December 2025
Stage 2: Invitation to interview	Notified w/c 8 th December 2025
Stage 3: Interview	w/c 5 th January 2026
Outcome	January 2026

There will be a short break between notification of invitation to interviews and the interview process to take account of the holiday period. We will try and offer as much flexibility as we can, but it may not be possible to offer alternative dates for assessments or interviews. You are therefore asked to note the above timetable, exercising flexibility through the recruitment and selection process, in order to meet the dates given. Please note that these dates may be subject to change.

Benefits of working for the ICRIR

As an employee of the ICRIR, you will have access to a wide range of benefits. These include:

- ✓ **Investment in you.** Whatever your role, we take your career and development seriously and want to enable you to build a successful career. You will benefit from development opportunities, the opportunity to take bespoke training and study leave where applicable, as well as the opportunity to take secondments.
- ✓ **Flexible ways of working**, including a blend of office and home working and options for working compressed hours arrangements.
- ✓ A **supportive work environment**, with access to occupational health services, wellbeing support and disability friendly policies.
- ✓ A **positive work life balance**. We offer 30 days of annual leave in addition to 10 bank holidays observed in Northern Ireland from Day 1. In addition, you can take paid special leave for volunteering commitments up to 5 days per year.
- ✓ **Family Friendly Policies**, with generous maternity, paternity, adoption and shared parental leave notably more than the statutory minimums, including paid leave for prenatal and preadoption appointments, as well as paid compassionate and emergency leave. We also offer paid leave in the event of miscarriage and loss of a child.
- ✓ **High occupational sick pay** notably above statutory minimums (1-month full pay, 1 month half pay, rising to 4 months full pay, 4 months half pay in your 5th year with the ICRIR).
- ✓ **Tax-free charity donations**, interest free loans and salary advances via payroll
- ✓ **Travel and subsistence** where you are required to travel for work commitments with us.

Pension Package

The ICRIR operates the Northern Ireland Local Government Officers' Superannuation Scheme. This is a defined benefit scheme with a generous employer contribution rate that allows you to save while you are working to enable you to enjoy a pension when you retire and peace of mind when it comes to planning for your future retirement.

Benefits of the NI local government pension scheme include:

- ✓ Main defined benefit pension scheme, providing a pension payable for life with no investment uncertainty.
- ✓ Choice of a tax-free lump sum.
- ✓ Generous employer contribution rate.
- ✓ Able to nominate anyone for a tax-free lump sum in the event of your death.
- ✓ Option to take early retirement.
- ✓ Tax relief on all your pension contributions.

You can find further information about the scheme on www.nilgosc.org.uk/members

FAQs

Is this role suitable for part-time working?

This role is not suitable for part time hours owing to operational demand. Full time flexible working may be considered where operational demand permits.

Will the role involve travel?

Regular travel to and presence at the Belfast HQ will be required if you are not Belfast based.

Where will the role be based?

The post can be based in Belfast or London. Whichever office you choose to be based in, weekly travel to our other office may be required to support delivery of key objectives. Relocation costs will not be reimbursed, however, travel costs between Belfast and London can be reclaimed as an expense.

Can I claim back any expenses

incurred during the recruitment process?

No. Unfortunately we will not be able to reimburse you, except in exceptional circumstances and only when agreed in advance.

What are the nationality requirements for this role?

To be eligible for employment to this role you must be a national from the following countries:

- The United Kingdom
- The Republic of Ireland
- The Commonwealth*
- A European Economic Area (EEA) Member State
- Switzerland
- Turkey

Certain family members of EEA, Switzerland and Turkish nationals are also eligible to apply regardless of their

nationality. (*Commonwealth citizens not yet in the UK, who have no right of abode in the UK and who do not have leave to enter the UK are ineligible to apply.) For further information on whether you are eligible to apply, please visit [gov.uk](https://www.gov.uk).

What reasonable adjustments can be made if I have a disability?

We are committed to making reasonable adjustments to support disabled job applicants and ensure that you are not disadvantaged in the recruitment and assessment process. If you feel that you may need a reasonable adjustment to be made, or you would like to discuss your requirements in more detail, please contact recruitment@icrir.independent-inquiry.uk

Do you offer an interview scheme for disabled candidates?

We will offer an interview to any applicant with a disability who has indicated they would like to take part in our Disability Interview Scheme, provided they meet the essential criteria for the post as set out on the Person Specification page. Please let us know if this applies to you when submitting your application.

Is security clearance required?

Yes. If successful you must hold the required security clearance or be willing to obtain the required security clearance for this role. Information about the vetting process can be found [online](#).

What do I do if I want to make a complaint?

The law requires that selection is on merit on the basis of fair and open competition. If you feel your application has not been treated in accordance with this and our values, and you wish to make a complaint, contact recruitment@icrir.independent-inquiry.uk

What should I do if I think that I have a conflict of interest?

Candidates must note the requirement to declare any interests that might give rise to a conflict of interest. You should consider the policy [ICRIR Code of Conduct – Independent Commission for Reconciliation & Information Recovery](#) and if you believe that you may have a conflict of interest, before submitting your application please contact recruitment@icrir.independent-inquiry.uk

Data Sharing

We will ensure that we will treat all personal information in accordance with data protection legislation, including the General Data Protection Regulation and Data Protection Act 2018.

The legal basis for processing your personal data

Processing is necessary for the performance of a task carried out in the public interest.

Personal data are processed in the public interest because understanding employee experiences is important to inform decisions taken to improve these experiences, and ultimately organisation performance.

Sensitive personal data is personal data revealing racial or ethnic origin, political opinions, religious or philosophical

beliefs, or trade union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person's sex life or sexual orientation.

The legal basis for processing your sensitive personal data

Processing is necessary for reasons of substantial public interest for the exercise of a public body: it is important to know if groups of staff with specific demographic characteristics have a better or worse experience, so that appropriate action can be taken to level this experience.

Processing is of a specific category of personal data and it is necessary for the purposes of identifying or keeping under

review the existence or absence of equality of opportunity or treatment between groups of people with a view to enabling such equality to be promoted or maintained.

Please note if you are successful in your application, your sensitive personal data will be used as part of the on-boarding process to build your employee record.

For further information please see the [ICRIR Privacy Notice - Job Applicants - Independent Commission for Reconciliation & Information Recovery](#)



Diversity and Inclusion

We value and support all our people and are committed to being an inclusive employer with a diverse workforce. We encourage applications from people from the widest possible diversity of backgrounds, cultures, and experiences.

We are a new organisation and are using this opportunity to build a supportive and inclusive culture. We will develop strong and proactive staff networks, special leave policies for hospital appointments, reasonable adjustments put in place for those who need them, and diversity talent programmes to help everyone, irrespective of background, to achieve their potential.

We want all our people to feel valued for who they are, and we are confident that you will find the Independent

Commission for Reconciliation and Information Recovery a warm, welcoming and inclusive place to work.

We understand that the application process can be daunting. We offer the opportunity for prospective applicants to have an informal conversation with our hiring managers. This is to provide more information about the role, discuss any accommodations needed, and answer any questions you may have.

Disabled Candidate Interview Scheme

We are committed to being an inclusive employer with a diverse workforce. We will offer an interview to any applicant with a disability who has indicated they would like to take part in our Disability Interview Scheme, provided they meet

the essential criteria for the post as set out on the Person Specification page. Please let us know if this applies to you when submitting your application.

If you need any reasonable adjustments to take part in our selection processes, please contact recruitment@icrir.independent-inquiry.uk

Contact Us

If you would like to submit an application or ask more information about this role, please contact recruitment@icrir.independent-inquiry.uk