



INVITATION FOR EXPRESSION OF INTEREST

President of the Labour Tribunal

Turks and Caicos Islands Government

The Turks and Caicos Islands Government (TCIG) invites expressions of interest from suitably qualified and experienced individuals for appointment as President of the Labour Tribunal.

Appointment	President of the Labour Tribunal
Term	Three years in the first instance
Remuneration	\$96,471 per annum (Grade 10), plus approved allowances and benefits
Closing date	[Insert closing date and time]

About the Labour Tribunal

The Labour Tribunal is a statutory body responsible for the fair, independent and timely resolution of employment and labour relations disputes. Its work supports confidence in the administration of justice and fair, productive labour relations across the Turks and Caicos Islands.

The President performs the functions of the office independently, impartially and in accordance with the law, upholding natural justice, procedural fairness and judicial independence.

The Role

The President provides adjudicative and administrative leadership, ensuring that the Tribunal's work is conducted fairly, efficiently and consistently. The principal responsibilities are to:

- preside over hearings and determine matters within the Tribunal's jurisdiction.
- interpret and apply relevant legislation, regulations and legal principles.
- issue clear, well-reasoned and timely written decisions.

- manage hearings, case progression and the timely disposition of matters.
- promote consistent procedures, sound governance and effective administration.
- provide leadership to Tribunal members while safeguarding the Tribunal's independence and reputation.
- engage appropriately with stakeholders on the Tribunal's role and procedures without compromising judicial independence.
- monitor developments in labour and employment law and support proportionate procedural improvements.

Candidate Profile

The Turks and Caicos Islands Government (TCIG) is seeking an accomplished and respected Attorney-at-Law to serve as President of the Labour Tribunal. The successful candidate must be an Attorney-at-Law who has been in practice for not less than ten years. The successful candidate will provide judicial and administrative leadership to the Tribunal and will be responsible for ensuring the fair, independent, efficient and timely determination of labour and employment disputes.

The successful candidate must demonstrate:

- Substantial knowledge of labour law, employment law, industrial relations or a closely related field.
- Experience in a judicial, quasi-judicial, adjudicative or senior decision-making role.
- Sound judgment and a strong understanding of administrative justice, procedural fairness and natural justice.
- Leadership and organisational ability, including the effective management of hearings, caseloads and competing priorities.
- Excellent written and oral communication skills, including the ability to prepare clear, reasoned and authoritative decisions.
- A demonstrated record of integrity, independence, impartiality, confidentiality and professional conduct.
- The ability to work effectively with Tribunal members, representatives, employers, employees and other stakeholders while maintaining judicial independence and impartiality.

Qualifications and Additional Experience

Applicants must:

- Be an Attorney-at-Law admitted to practise in the Turks and Caicos Islands and enrolled on the Roll of Attorneys in accordance with the Legal Profession Act.
- Have been in legal practice for not less than seven years.
- Hold a valid practising certificate and be entitled to practise generally as an Attorney-at-Law in the Turks and Caicos Islands.
- Possess substantial experience in labour law, employment law, industrial relations, dispute resolution, litigation, adjudication, administrative law or a related field.

- Demonstrate the ability to analyse complex legal and factual issues and deliver fair, balanced and well-reasoned decisions.

The following would be advantageous:

- Judicial, tribunal or quasi-judicial experience, particularly in employment, labour relations or administrative law.
- Experience chairing hearings, panels, boards, commissions or other adjudicative bodies.
- Training or experience in mediation, conciliation, arbitration or other alternative dispute resolution processes.
- Experience leading a tribunal, statutory body, public institution or comparable organisation.
- Membership in good standing of the Turks and Caicos Islands Bar Association or another recognised professional legal body.
- Familiarity with Caribbean, Commonwealth, small-island or public-sector legal and institutional environments.

Independence, Conduct and Conflicts of Interest

The office-holder must maintain the highest standards of integrity, independence, impartiality and professionalism. Before appointment, candidates will be required to disclose any actual, potential or perceived conflict of interest. During the term, the appointee must promptly disclose any conflict, recuse themselves where appropriate and comply with all applicable legal, ethical and confidentiality obligations.

Terms and Conditions

The appointment will be for a fixed term of three years in the first instance. Any renewal will be subject to the applicable legal and administrative requirements, continued suitability for office and the needs of the Tribunal.

The salary is **\$96,471 per annum (Grade 10)**, together with approved allowances and benefits. These may include a transportation allowance, a telephone allowance and reimbursement of approved official expenses in accordance with Government policy. Full terms and conditions will be set out in the formal letter of appointment.

Appointment is subject to satisfactory reference checks, verification of qualifications and any other required due diligence or vetting.

How to Apply

Expressions of Interest must be submitted electronically and include:

- a covering letter outlining suitability for the role.
- a curriculum vitae or biographical summary.
- the names and contact details of two professional referees.

Submissions must be clearly marked “Expression of Interest - President of the Labour Tribunal” and emailed to **careers@gov.tc** by **31st October 2026**.

Selection Process

TCIG appreciates all expressions of interest received. Only shortlisted candidates will be contacted. Submission of an expression of interest does not constitute an offer of appointment.

TCIG reserves the right to amend, extend, suspend or cancel the process, seek additional information or decide not to make an appointment. Information submitted will be handled in accordance with applicable laws, Government policies and confidentiality requirements.