

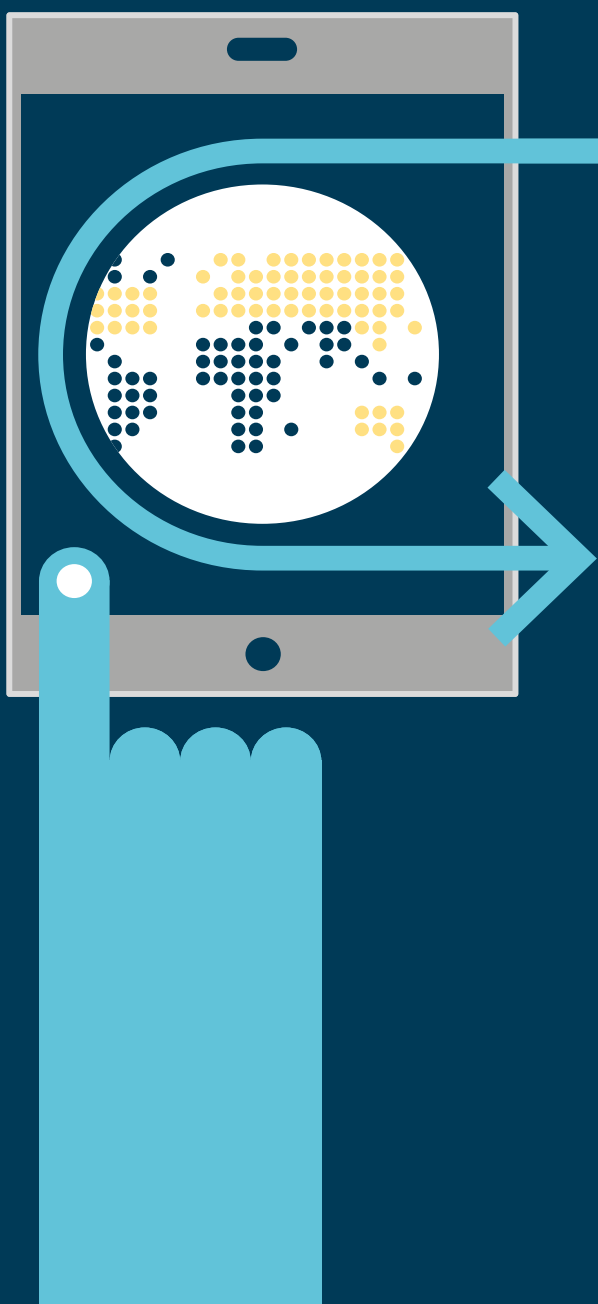


targetjobs

targetjobs.co.uk

LAW

2024



At Osborne Clarke, we're uniquely focused on the issues driving change and shaping the brave new world of international business. And the possibilities are limitless.

Helping you succeed in tomorrow's world

Tomorrow, telematics could revolutionise the automotive industry. Wearable technology may re-imagine healthcare. And digital currencies could have the potential to redefine geo-politics. But one thing's for sure. Join us and you'll be at the centre of the action, proving that there's no commercial challenge that can't be tackled with a little imagination and a lot of insight.

Visit join.osborneclarke.com to apply.

osborneclarke.com



Your ultimate law careers guide

Welcome to targetjobs Law 2024

Jobs in law

- 2 Set sail on your law career
- 4 Your route to qualification
- 6 Law outside of London
- 9 How much can I learn?

Courses and qualifications

- 10 Your conversion course and postgrad options
- 12 The ABCs of the SQE and LPC
- 14 Your Bar course options explained

Getting a taste of law

- 15 Build your bundle of law work experience
- 17 Make the most of law fairs
- 18 Open up to the open day experience
- 19 Make your CV shine with a vacation scheme
- 20 Go big on finding a mini-pupillage

Becoming a solicitor

- 21 Starting your career as a solicitor
- 24 Getting into training
- 26 Research: the key to a successful application
- 27 Tips and tricks for stellar applications
- 29 What to expect in your law interview

Becoming a barrister

- 31 Begin at the Bar
- 34 On the pupillage path: about pupillage
- 36 The gateway to pupillage (applying for pupillage)
- 38 Stand out from the crowd in your pupillage interview
- 40 The Inns of Court: a way Inn to the Bar

Advertisers

Ashurst 43, IBC
 Baker McKenzie 44
 Burges Salmon 45
 Kennedys 46
 Latham & Watkins 47
 Macfarlanes 48
 Osborne Clarke IFC, 49
 RPC 50
 Stephenson Harwood 51
 Blackstone Chambers 52
 Fountain Court Chambers 53
 Henderson Chambers 54
 11KBW 55
 3 Paper Buildings 56
 University of Law OBC

IFC=inside front cover
 IBC=inside back cover
 OBC=outside back cover

Editorial Abigail Lewis

Proofreader Olivia Rowland

Sales Paul Clarke, Roko Kostan, Jonathan Nicholl; the customer success team

Circulation Patty Shufflebotham

Chief customer officer Simon Rogers

Design Maya Little

Chief executive officer Simon Martin

Published by
 GTI Futures Ltd, The Fountain Building,
 Howbery Park, Benson Lane, Wallingford,
 Oxon OX10 8BA UK

www.groupgti.com

Printer Acorn Web Offset Ltd

ISSN 1757-4099 ISBN 978-1-912625-57-4

GTI would like to thank everyone who has taken the time to contribute to, or find contributors for, targetjobs Law. We would also like to thank all those who supplied advice and photographs.

© GTI Futures Ltd, October 2023

All rights reserved. No part of this publication may be reproduced by any means including, but not limited to, photocopying or stored in a retrieval system in

any form without prior written consent of GTI. This is subject to the single exception of photocopying by careers advisers or lecturers for careers counselling. All items so used should be fully acknowledged. The views expressed in articles are those of the authors and their publication does not necessarily imply that such views are shared by GTI. While every care has been taken in the compilation of this publication, the publishers cannot accept responsibility for any inaccuracies, or for consequential loss arising from such inaccuracies, or for any other loss, direct or consequential, arising in connection with information in this publication.



jobs in law

Set sail on your law career

Solicitor, barrister, chartered legal executive: knowing which of these three legal professions would suit you best is the first port of call in your job-hunting journey.



Find out more
about what
lawyers do.



Studying law
but don't want
to be a lawyer?
Explore alternative
careers.

If you are seeking an intellectually stimulating career where you are at the heart of how society functions, look no further than the law. From employment to the environment, technology to property, human rights to divorce – wherever people are doing business or disputing their rights there's the potential for legal involvement. You can join the legal profession with any degree background.

There are, broadly, three branches to the profession: barrister (known as an advocate in Scotland), solicitor and chartered legal executive. The boundary between the careers has become blurred over the years, but they remain separate.

Charting your course

Put simply, solicitors are the first port of call for individuals and organisations who need legal advice, whether that's drafting a contract, overseeing a merger and acquisition, pursuing a personal injury claim or setting up a family trust.

Barristers, in turn, provide courtroom advocacy and related legal advice. If a case comes to court, a solicitor typically instructs a barrister on behalf of their client (although some solicitors can represent clients in court). Solicitors and barristers usually end up specialising in one, or a few, types of law (practice areas).

Chartered legal executives undertake similar work to that of solicitors, managing their own caseloads, and may go on to qualify as solicitors later in their careers. Legal executives specialise in a practice area earlier than solicitors do, training in one area of law.

Knowing the ropes

When comparing the careers, there are various factors to consider.

Day in court or client connection?

If the thought of being a bewigged personage shouting 'objection' appeals, consider being a barrister. Keep in mind that some solicitors represent clients in court, but it is still unusual. Barristers tend to have more limited contact with clients, usually being instructed by a solicitor, while solicitors and legal executives deal extensively with clients.

Employed or self-employed?

Solicitors and legal executives typically work in private practice, employed by a law firm. Barristers are self-employed, working out of a set of chambers (sometimes known as a stable in Scotland) comprising a number of barristers who share resources.

Other employment options for both solicitors and barristers include working for the government, for example as a Government Legal Profession (GLP) or Crown Prosecution Service (CPS) lawyer, and working 'in-house' for a business or professional services as their 'on-call' legal representative.

Town, city or country?

Most barristers' chambers are found in London, Edinburgh and other major cities such as Birmingham and Bristol, whereas solicitors and chartered legal executives work in most parts of the UK, from international firms in large cities to high street firms in smaller towns. Solicitors often have opportunities for national and international travel; barristers travel within the UK but mainly to courts outside of the capital, when required.

Training the legal mind

Many larger solicitors' firms will fund your studies, though these places are competitive. Would-be barristers are usually expected to fund their own studies and only around one in four will become a practising barrister at the end of them. Legal executives have the chance to study while they earn. See overleaf to find out more about qualification routes. ☺

Your route to qualification

Each branch of the legal profession has a distinct path to qualification – and the process of qualifying as a solicitor or advocate in Scotland is different again.

Qualifying as a solicitor

The qualification route for solicitors has changed. If you started your degree any time from September 2021 onwards, you will follow a new solicitors qualifying examination (SQE) route, which involves passing two assessments and undertaking two years of qualifying work experience (QWE). It's possible to complete all of this independently and through self-funding, but many law firms will hire you before you begin the SQE and sponsor you through the exams. Your firm will also pay for you to undertake any further study they deem necessary for you to pass the assessments and provide you with QWE.

The SQE assessments are known as SQE1 and SQE2. Graduates of any degree discipline can sit the SQE assessments, but they will be difficult to pass without legal knowledge. Therefore, it is recommended that non-law graduates undertake a law conversion course: in most cases, the postgraduate diploma in law (PGDL). There are also SQE preparation courses for law and non-law graduates alike.

Many law firms offer two-year training contracts that fulfil the QWE requirements, but if you don't get a training contract you can gain QWE by undertaking legal work at up to four separate organisations. See page 24 to find out more about these organisations and what work counts as QWE.

QWE can be undertaken before, after or while sitting SQE1 and SQE2. If a law firm is sponsoring you through the SQE, it will decide what you do when. Some law firms have partnered with course providers to run an SQE

study programme, through which you prepare for and sit SQE1 and SQE2 in turn. In addition to preparation courses, you take an extra course (often called a 'plus' course) specific to the firm's needs. Once you have passed SQE2, you start a two-year training contract with the firm. Non-law graduates will undertake a funded PGDL beforehand.

Firms offering this include Allen & Overy, Freshfields Bruckhaus Deringer, Herbert Smith Freehills, Slaughter and May, Hogan Lovells, Linklaters, and Norton Rose Fulbright. At other firms, such as Hill Dickinson LLP and Kennedys, you will undertake your QWE at the same time as the SQE assessments (and, if appropriate, a law conversion course).

If you started your degree before September 2021, you can technically qualify via the old route up to 2032. This involves: graduating with a law degree or undertaking a law conversion course; studying for the legal practice course (LPC); and completing a period of recognised training (ie a two-year training contract).

Previously, law firms would hire you as a trainee before your LPC and sponsor you through the process. However, lots of the big firms are switching to the SQE route from 2024 if they haven't already, so check whether your preferred firms would still support the LPC qualification route. If you have completed the LPC but switch to the SQE route, you are exempt from SQE1.

See pages 10–13 for more on the conversion courses, the LPC and the SQE, and page 24 for more on training contracts and QWE. Turn to page 42 and go to targetjobs.co.uk/law to discover how individual firms are adapting to the SQE.



Find out more about qualifying in Scotland.

Qualifying as a barrister

The journey to becoming a barrister has three stages: academic, vocational and work-based. The **academic stage** involves studying a law degree or a non-law degree plus a conversion course, eg the GDL or PGDL). See page 10 for more on conversion courses.

The **vocational stage** involves undertaking the one-year Bar course, either in one or two parts, or as part of an integrated LL.M. To qualify as a barrister and be 'called to the Bar', you will need to have joined one of the Inns of Court no later than three months before your Bar course starts. However, joining earlier may help you access scholarships and bursaries that can help fund your studies. See page 14 for more on the Bar course and page 40 for more on Inns of Court.

The **work-based stage** involves taking a pupillage year, split into two six-month blocks (a first six and a second six). This will normally be spent in one or more barristers' chambers, although the government and a very small number of other organisations also offer pupillage. You'll then need to find a set from which to practise permanently (known as 'tenancy'). It may be with the same set or you may need to complete a 'third six' elsewhere. See page 31 onwards for more on gaining pupillage.

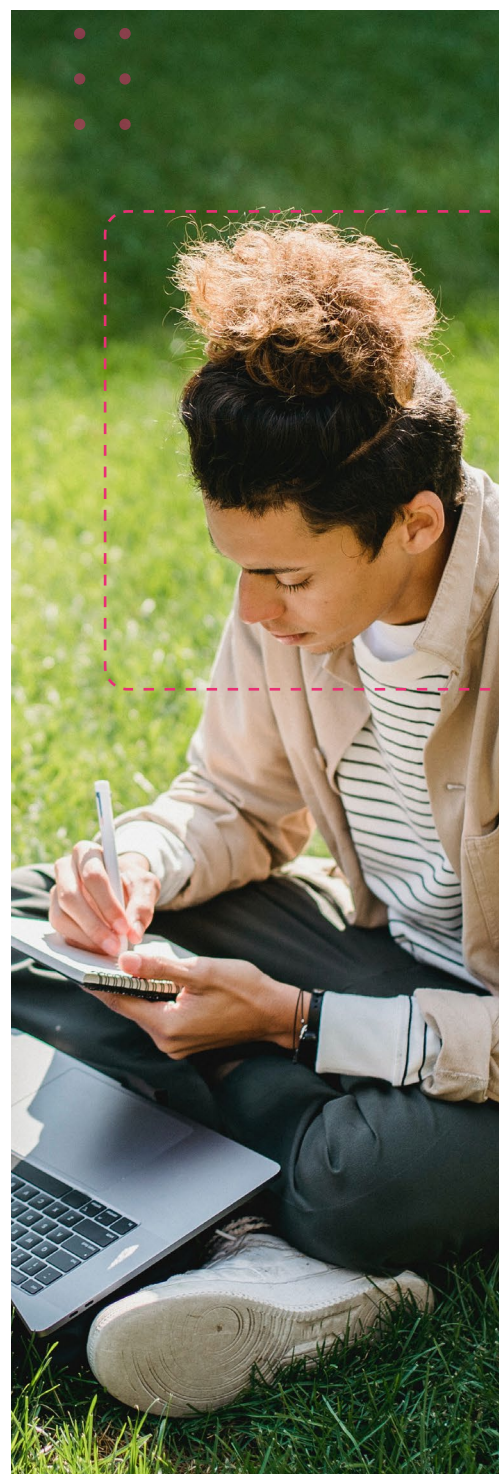
Qualifying as a legal executive

CILEx's route to qualifying is divided into three stages: CPQ Foundation (after which you become a CILEx paralegal); CPQ Advanced (after which you become a CILEx advanced paralegal); and CPQ Professional (after which you become a CILEx Lawyer). Law graduates can start on stage two – CPQ Advanced. To complete the CPQ, you will also need to complete qualifying employment that meets the professional experience requirement specified by CILEx.

Qualifying in Scotland

All aspiring solicitors and advocates need to take the one-year PEAT1 qualification – otherwise known as the Diploma in Professional Legal Practice. To be eligible for this, you will need to have already completed the Scottish LLB, either as a four-year degree or via the two-year accelerated route if you have studied another degree. Then solicitors complete a two-year traineeship (PEAT2), most commonly with a law firm.

Aspiring advocates must ensure that they have taken specific modules in their LLB (or during the diploma). After they have completed the diploma, they too will take a traineeship in a solicitors' office but also join the Faculty of Advocates as an 'intranter'. The next step to becoming an advocate is a period of 'devilling', which lasts for eight to nine months and comprises a combination of classroom-based learning, cross-examining witnesses, giving submissions and shadowing experienced advocates as part of a stable (chambers). Devils need to complete faculty examinations to become members of the Faculty of Advocates. ☺



Law outside of London

Many students believe you have to be in London if you want to have a successful career in law; this isn't the case. In fact, working outside of London could lead to more responsibility more quickly, lower living costs and, perhaps, a better work/life balance. So, it's important to consider which location would give your career the best start and this may, or may not, be the UK's capital.

Solicitors

City law firms (commercial firms in the heart of London's financial district) have a reputation for offering the highest salaries and structured training and development, but also requiring long working hours. There are three main types of law firm outside the City: national firms, regional firms and high street practices. Generally, national firms have offices in cities around the country, often including a London base; regional firms are concentrated in one or two areas; and high street firms are likely to have one or two offices.

National and regional firms may not offer such big salaries but typically offer more predictable working hours, alongside good quality training and development. These firms typically take on smaller numbers of trainees and you'll likely have more challenging tasks and work more closely with senior colleagues as a result. At a high street firm, you could be running your own case files as a trainee. See pages 21–23 for more on the different types of law firms.

See the locations and offerings of different firms and chambers from page 42 and on [targetjobs](#).



In Scotland

Most qualified advocates are self-employed and based from Edinburgh, whereas qualified solicitors can work across Scotland for different types of firms. Qualifying as a solicitor or advocate has its own process – for more on this see page 5 and go to [targetjobs](#).



Barristers

If you want to work for an exclusively commercial law chambers or for one with only one or two specialisms, London is likely to be the right place. Sets in the regions usually have fairly broad practice bases, often undertaking commercial, criminal and common law work – see page 31 for more on types of law.

Most sets are in major cities but solicitors' firms all over the country need to instruct barristers and many prefer someone local to paying for a barrister to travel out from London. As there are relatively fewer barristers based in the regions, you could get your hands on more complex cases earlier in your career.

England and Wales are divided into six 'circuits' on which barristers work. You'll tend to work in the courts of whichever circuit your chambers is based in. You're likely to spend time travelling wherever you're based – London is part of the south eastern circuit, so even if you're based in the capital you're likely to be sent to courts elsewhere. There is compulsory training you will need to complete as a new barrister and this is provided by your circuit as well as your Inn of Court, so you don't have to travel to your London-based Inn. See page 40 for more on the Inns of Court. ☺



targetjobs

Get career ready and boost your employability at the

UK's leading law career **events**

30 OCTOBER 2023

**Inside
City Law**



15 NOVEMBER 2023

Inspire Law



25 NOVEMBER 2023

**National
Pupillage Fair**

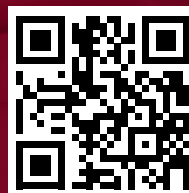


4 DECEMBER 2023

Aspire Law



Register for free at
targetjobs.co.uk/events



How much can I **earn?**

What you earn and how you earn it varies considerably depending on whether you want to become a solicitor, barrister or legal executive – and then which type of firm or chambers join. In this article, we provide an overview of the sorts of money you can expect and you can turn to page 42 and **targetjobs.co.uk** for up-to-the-minute figures throughout the year.

Solicitors

As of July 2023, the Law Society recommends that, as a matter of good practice, providers of training contracts and qualifying work experience (QWE) should pay their trainees a minimum salary of £26,068 in London and £23,122 outside of London. The Law Society Scotland, meanwhile, recommends salaries of £22,550 for the first year of a traineeship and £26,125 for the second year.

High street law firms typically offer figures in line with these amounts, but other types of firms pay more highly. The most generous amounts come from large and mid-sized commercial firms, which typically pay £50,000+ in London from your first year. Salaries in regional firms and at regional offices do tend to be lower, but then they don't need to cover the higher costs associated with living in London. For example, for its 2025 start dates, Osborne Clarke offers its first-year trainees £45,000 in Bristol, £46,340 in Reading and £51,500 in London. Hogan Lovells, meanwhile, pays its 2025 first-year trainees £32,000 in Birmingham and £51,500 in London. See pages 6 and 21 for more on the types of firm.

There is usually a salary increase during the second year of your training contract and a substantial increase if you are retained upon qualification.

Chartered legal executives

The professional body of legal representatives, CILEx, states that legal executives earn £15,000–£28,000 while training. After examinations, they can earn up to £38,000. Then, after their period of employment that qualifies them as CILEx lawyers, they can earn £35,000–£55,000 and potentially more if they work for a City or global firm or progress to partner level.

Go to page 42 onwards and **targetjobs** to find out the latest salaries and awards offered.



Barristers

Pupils do not receive a traditional salary, but instead receive an award from chambers. These are usually split into a grant for the first six months of pupillage and then a certain amount of guaranteed earnings for the second six (see page 31 onwards for more on pupillage). Some chambers offer you the ability to 'draw down' (have an advance on) some of your pupillage award to offset the costs of the Bar course.

The Bar Standards Board mandates a minimum pupillage award amount each year. In 2023, it is £20,703 in London and £18,884 outside of London, but the figures are updated each year in January – check **barstandardsboard.org.uk** for the latest amounts. Chambers specialising in publicly funded work continue to feel the squeeze in their earnings and often set awards near to the minimum. However, many chambers offer £40,000 or more. At the top end of the scale, commercial and chancery sets typically award £75,000+, with Fountain Court offering £80,000 for its 2024 pupillages. ©

courses and qualifications

Studying in Scotland

The academic requirement for qualifying as a solicitor or advocate is a bachelors of laws (LLB), but non-law graduates can study it via a two-year accelerated route. All students then need to pass the diploma in professional legal practice or DPLP (the vocational component) before moving on to a traineeship (the work-based component).

However, LLB students can progress to an LLM (or a postgraduate certificate/diploma). Some LLM students then go on to take the DPLP and qualify as a lawyer, while others call upon their further knowledge of the law in a different career or go into academia.

Find out more about qualifying and studying in Scotland on [targetjobs](https://www.targetjobs.com).



Step up for **further study**

Non-law graduates wishing to qualify as barristers must complete an approved conversion course before the Bar course.

Non-law graduates aspiring to become solicitors are either required to undertake a conversion course if following the legal practice course (LPC) qualification route or strongly advised to do so under the solicitors qualifying examination (SQE) route. In fact, many law firms that sponsor non-law graduates through the SQE route insist upon it. Some course providers also have it as an entry requirement for their SQE preparation programmes.

Law graduates have several options. You can complete a masters degree – usually a master of laws or LLM – with the aim of consolidating your expertise in an area of law, perhaps because you are passionate about the subject or to boost your employment prospects in law or a related career field. You might also complete an LLM as a way to start undertaking SQE training and gaining qualifying work experience (QWE) – or to start on the path of academia.

Conversion courses

Recognised conversion courses have many names. These include the graduate diploma in law (GDL), otherwise known as the common professional examination (CPE). It was the main conversion course for the LPC qualifying route and for the Bar course and is still available. However, some course providers are offering a postgraduate diploma in law (PGDL) instead, which is centred around SQE requirements but should also be suitable for the Bar course.

Other conversion courses are offered as masters degrees, usually either an LLM or an MA in law. Some of these masters courses also include top-up

preparation for either one or both of the SQE assessments.

When comparing courses, study the module breakdowns carefully. To meet the requirements of the Bar Council (and for the LPC route), the course must cover the ‘seven foundations of legal knowledge’.

You will likely find that PGDLs designed for the SQE cover these areas too as an essential grounding in law, but it is worth confirming.

Senior status degrees

These intensively taught two-year law degrees are aimed at non-law graduates who want to gain a qualifying law degree in two years rather than three.

Masters for law graduates

There are many taught masters open to law undergraduates and those who have undertaken a conversion course: they are largely LLMs. Some LPCs and Bar courses are also offered as LLMs. Many of the SQE preparatory study programmes allow LLB graduates to take extra credit to gain an LLM.

Other LLMs are focused on gaining further specialist knowledge: for example, you could do an LLM in commercial or immigration law. Some bring together two subject disciplines, such as business and law. Some LLMs courses promise you a certain amount of QWE.

MPhils and PhDs

These are specialised research degrees, typically lasting between two (MPhil) and four years (PhD). Entry requirements for both usually include a taught LLM.

Applications

Applications for full-time law conversion courses are made through a centralised application system (lawcabs.ac.uk). Applications for part-time and other

postgraduate courses are made directly to the course provider. You can typically apply for courses from the October each year, but deadlines vary according to course providers. The earlier you apply, the better. ☺

Fees and funding

Fees for full-time taught or research postgraduate study can vary: typical costs for UK students are £9,000 to £20,000. Here are some sources of funding:

- Some universities offer awards to students continuing their studies at the same institution, while some are available for graduates from elsewhere.
- The Inns of Court offer support for aspiring barristers undertaking the conversion and Bar courses (see page 40).
- Many law firms will pay for their trainees’ conversion course/LPC/SQE preparation (firms often recruit two years in advance).
- Some chambers will advance you money from your pupillage award (earnings) the year before, which could be used to fund your Bar course.
- Trusts and charities sometimes provide grants, often for students from under-represented backgrounds or those who have achieved academic excellence.
- Awards from Research Councils are the main source of funding for research students. See ukri.org for details.
- Postgraduate students can apply for a postgraduate masters or postgraduate doctoral loan from the government of up to £12,167 and £28,673 respectively. There are eligibility conditions: see gov.uk.

The ABCs of the

LPC and SQE



Discover what the legal practice course and the solicitors qualifying examination involve.

Fees for the SQE and the LPC

From September 2023, the total fee for taking both SQE assessments is £4,564 (£1,798 for SQE1 and £2,766 for SQE2). This does not include preparation course costs, which differ according to the type of course and method of study but could be anywhere between £500 and £11,000. Fees for the LPC typically fall somewhere between £7,000 and £18,000. If you are hired by a law firm as a student, they will pay your fees whichever qualifying route you take.

There have been some changes to how students qualify as solicitors. Students who have started their degree after September 2021 follow the new solicitors qualifying examination (SQE) route. Those who began, completed or accepted an offer of a place on (or paid a non-refundable deposit for) a qualifying law degree, law conversion course or legal practice course (LPC) before September 2021 can, if they wish, follow the 'old' LPC route up until 31 December 2032 as long as courses still exist and employers provide appropriate training contracts.

The SQE

The SQE is a centrally set and graded assessment, meaning that all qualifying solicitors sit the same exams, unlike its predecessors. Students either pass or fail the SQE – there are no distinctions or commendations. The SQE assessment is divided into two stages and stage one must be passed before you can proceed to stage two. These are commonly known as SQE1 and SQE2 and you have up to six years to complete SQE2 after completing SQE1. There are two exam sittings per year for each assessment.

In addition, you will need to undertake a total of two years of qualifying work experience (QWE) – either before, after or between taking each assessment. The equivalent work experience would take the form of a fixed two-year 'training contract' under the LPC

and many law firms still offer training contracts, adapted to the needs of the SQE, as QWE. In fact, larger law firms are sponsoring promising students through all of the assessments and any additional study they think necessary to ensure a pass, while also providing QWE.

However, under the SQE it is not essential that you complete all of the training with one employer, nor that it needs to be completed in one sitting or in the form of a training contract. This opens up more ways to qualify. Head back to page 4 to learn more about the qualifying routes and jump forward to page 24 to find out more about training contracts and QWE.

Do you need further study?

You will need a degree (or equivalent qualification, such as a level six or seven apprenticeship) before you take the SQE exams. However, there is no longer a need to have completed a law degree or, if you studied a non-law degree, an appropriate conversion course, such as a graduate diploma in law (GDL) or postgraduate diploma in law (PGDL). Having said that, it's thought that it would be incredibly difficult to pass the SQE without any prior academic study in law and SQE preparation study. Course providers have adapted their conversion courses to the new qualification method and some course providers will require a conversion course before admitting you for SQE study. Many law firms will require (and pay for you to do) the same.

SQE

Law and non-law graduates alike are encouraged to undertake SQE preparation courses (normally around 15 weeks each) for each assessment and some law firms have developed specific programmes with course providers for the students they sponsor. Some course providers are offering law masters courses (LLMs) that offer the opportunity to prepare for the SQE and obtain some QWE. Turn to page 42 to find out the SQE support offered by individual employers.

SQE1

The first stage tests an aspiring solicitor's ability to apply fundamental legal knowledge (such as criminal law, contract law and tort) and ethics through multiple-choice, single-best answer questions. The questions may draw on any combination of practice areas from the Solicitors Regulation Authority's (SRA's) established subject areas:

- business law and practice; dispute resolution; contract; tort; legal system of England and Wales; constitutional and administrative law and EU law and legal services; and
- property practice; wills and the administration of estates; solicitors accounts; land law; trusts; and criminal law and practice.

You can find sample tests on the SRA's website.

SQE2

The second stage tests a candidate's practical legal skills (for example client interviewing, legal drafting and

advocacy) in conjunction with legal knowledge through assessments including role-play and written exercises. The skills that will be tested during SQE2 across the practice areas from SQE1 are:

- client interview and attendance note/legal analysis
- advocacy
- case and matter analysis
- legal research
- legal writing
- legal drafting.

Again, you can find practice tests on the SRA's website.

The LPC

The LPC is split into two distinct stages. Stage one comprises the core practice areas and skills, and stage two is made up of the three vocational elective modules. Each elective is allocated to an elective group and you are required to complete electives from at least two groups to ensure that you cover different areas of practice.

These two stages are separate and you have the option to complete the different stages at different institutions – you may even choose a different institution for each of the three elective modules, as different institutions offer different choices.

It's possible to take a break between stages one and two, for example to start your training contract or gain other legal experience in the workplace. You have five years from your first attempt of the first assessment to finish

the course. Full-time courses covering both stages typically last up to one year and part-time courses last two years.

Every provider must meet standards set by the SRA, but has the freedom to be unique and tailored in its content and teaching methods. First decide where your interests lie, but it helps to have a broad idea of the type of firm or area of law in which you'd like to end up (see page 21). If you already have a training contract lined up, check whether your firm specifies which institutions you should attend or has a preferred list of elective modules as part of their sponsorship.

Applying

Applications for full-time LPC courses and some SQE courses are done through an online, centralised process on the Central Applications Board (CAB) website (lawcabs.ac.uk), where further guidance can also be found. Applications for part-time courses and distance-learning courses, as well as for specific LPC elective modules, should be made directly to the relevant institution. Bookings for SRA assessments are made centrally through the SRA. ☺

Whichever route you take to qualifying, you will need to meet the Solicitor Regulation Authority's assessment of character and suitability requirements.

Your **Bar** course options explained

The Bar course (formerly known everywhere as the Bar professional training course or BPTC, but now known by different names at different providers)

is the vocational stage of training for aspiring barristers. Recent changes to the Bar training have made the courses more flexible and more accessible. Aspiring barristers still need to complete the three stages of training – the academic stage (a law degree or a conversion course), vocational stage (the Bar course) and the professional stage (pupillage) – but the days of there only being a single option to progress through the vocational stage are gone.

Three-step route

This is the 'old' route to the Bar. You undertake a law degree (or non-law degree and a conversion course), then move on to the Bar course and finally pupillage.

Four-step route

This is a new take on the old route. You complete a law degree (or non-law degree and a conversion course), then undertake the Bar course split into two parts. You will not move on to the second part of the Bar course (also the most expensive part) until

you have passed the first part of the course, meaning that you only pay for the parts that you take. Once you have successfully completed both parts, you apply for and complete a pupillage before becoming a barrister.

Integrated route

The first 'two' steps of the three-step route are combined into one (you complete the academic and vocational training together) before undertaking pupillage. This could be in the form of a tailored LLM from a course provider or other equivalent qualification.

Apprenticeship route

This will combine all the stages of Bar training into one programme (ie you would finish your apprenticeship with a degree, vocational qualification and a period of work-based learning to your name). However, at the time of writing this route is not yet available.

Entry requirements

Before you begin the Bar course, you will need to have:

- joined an Inn of Court (see page 40)
- fluent English
- completed a degree in law or a postgraduate conversion course in law.

Otherwise, each course provider will set their own entry requirements. You will need to apply for the Bar course within five years of completing your law degree/conversion course.

Course content

The Bar course is required to follow a syllabus that ensures barristers have

the right level of skills and knowledge to demonstrate a high standard of professional practice. The qualification route that you choose may affect how some of the below subjects are delivered, but you will learn the following subjects and skills:

- advocacy
- civil litigation and alternative dispute resolution
- conference skills
- criminal litigation, evidence and sentencing
- drafting
- opinion writing and legal research
- professional ethics.

Money matters

Fees are typically between £12,000 and £20,000 in total. You may be able to get a graduate loan, and the Inns of Court and some universities offer scholarships and bursaries. Go to barcouncil.org.uk to find out more. A few chambers also allow future pupils to secure an advance on their pupillage earnings, which could offset some Bar course costs.

How to apply

Applications should be made directly to a course provider. Courses traditionally start each September, but some courses start at other points (such as January or June). Course deadlines vary, but in general you should apply no later than April/May for a course starting in September. Alongside your application, you may need to sit a selection interview and complete a short advocacy exercise to prove your suitability for a career at the Bar. ☺

All of the Bar courses are accredited by the Bar Standards Board (BSB) and full details of the courses and providers can be found on its website: barstandardsboard.org.uk.



getting a taste of law

Build your bundle of law work experience

Recruiters are going to want to see that you've had a taste of the law before you apply for a position. Read on for options for students at all levels of study – and it doesn't matter if you've not decided yet whether you want to be a solicitor or a barrister. Any law work experience is good work experience.

Insight programmes

Law firms in particular offer short insight programmes, typically lasting between one day and a week, giving an introduction into life in law and at their organisation. They typically include skills sessions, case study work and networking opportunities. They might also be known as open days. See page 18 for more.

Available to: mostly first-year law or second-year non-law students; some are aimed at students who are underrepresented in the profession. ►

Vacation schemes

These paid structured schemes (also known as vacation placements), offered by large law firms, help you gain a better understanding of a solicitor's work. They normally last for a week or two in the winter, Easter and summer vacations. See page 19 for more.

Available to: typically second-year law students and final-year non-law students, but sometimes to other groups, such as conversion course/LPC students.

Mini-pupillages

If you're considering becoming a barrister, these are a must. Lasting between three and five days, mini-pupillages are a chance to experience life in a set of chambers. The timings of mini-pupillages (and application deadlines) vary at different chambers. See page 20 for more.

Available to: all years; law and non-law students.

Ad hoc law work experience

Not all law firms have the capacity or resources to run formal schemes. For those smaller firms that don't offer structured schemes, it's still worth sending off a speculative letter enquiring about work experience or work shadowing opportunities. Temporary work – for example, holiday cover for legal secretaries or receptionists – may also be helpful.

Available to: all years; law and non-law students.

Marshalling

Not something out of a Western, marshalling actually means shadowing a judge for up to a week in order to gain an understanding of court proceedings. It also enables you to watch barristers in action and discuss cases with the judge afterwards. You can arrange this through one of the four Inns of Court – see their websites for contact details. Be aware that in some cases there may be restrictions related to your stage of study.

Available to: varies depending on level of study, but some are available to aspiring lawyers of any background.

Mooting

A moot is a bit like a debate based on points of law: teams prepare skeleton arguments and present them to a 'judge' within a set time. As well as informal moots in university law departments, there are national mooting competitions and Inns of Court teams compete abroad. Mooting gives you an insight into the career of a barrister and a chance to develop your advocacy skills.

Available to: law students mostly but varies from university to university.

Networking events

Many law firms and recruitment organisations run events for students, in which they can meet representatives from law firms, gain insights into working life and the recruitment process, and build skills. Attending is a great way to demonstrate interest in law.

targetjobs runs events for different student cohorts: Inside City Law, an insight and networking event with RPC; Aspire Law for black heritage students; and INSPIRE Law for those who went to state school, were eligible for free school meals and were the first in their family to go to university. They all include panel talks, skills and employability-boosting sessions and chances to meet recruiters.

Available: varies according to the event.

Presentations and workshops

Law firms in particular run presentations and workshops throughout the year at their offices, online and at universities to give aspiring lawyers the chance to learn more about working life and to develop law knowledge and skills. Adding these experiences to your CV is another way to demonstrate your commitment to law.

Available to: varies according to the employer.

Law fairs

Law fairs are specialist careers fairs run by careers services and other recruitment organisations that allow you to discuss your career plans with law firms and chambers and find out more about them. Many fairs also offer

panel talks and CV clinics. While not work experience, fairs offer a good opportunity to research employers.

The targetjobs National Pupillage Fair on 25 November enables aspiring barristers to learn more about chambers and to attend exclusive talks by practising barristers on topics such as life at the criminal Bar and funding your career at the Bar.

Available to: law and non-law students; all years.

Your university law society

Most student society committee roles are taken on by second years and finalists, rather than first years. Enjoying a stint as the law society president, treasurer or secretary is a good way to develop all sorts of skills, such as working collaboratively or managing a budget.

Available to: varies according to the university.

Voluntary legal work experience

Pro bono (meaning 'for the public good') and voluntary initiatives are a great way to get involved with hands-on legal experience. While some projects are only open to graduates, students can still get involved in law-related voluntary work such as advice, research and witness service work. Your careers service will be able to point you in the direction of voluntary opportunities in your area.

Available to: see organisations' websites. @

Discover more about applying speculatively for work experience.



Browse the full range of careers events and networking opportunities offered by targetjobs.



Make the most of law fairs

Whether virtual or in person, law fairs are a great opportunity to discover and interact with firms and chambers – and your attendance is a good thing to mention on an application, as many recruiters remember impressive candidates.

Prep first

A bit of research beforehand can make all the difference. Find out in advance which recruiters will be attending your law fair by obtaining an exhibitor list. Once you know which organisations you want to speak to, make a list and bullet point a few questions you would like to ask them, addressing your key concerns.

Some recruiters, university law departments and careers services run seminars on how to prepare for fairs. Attending one beforehand will stand you in good stead for the day itself and help you stay focused on what you want to get out of it.

Compare and contrast

By asking the same questions consistently to all of the organisations you meet, you can compare them more effectively. Identify the issues that are most important to you, (for example earnings, work/life balance, practice areas) and ask relevant questions.

Question wisely

You might be tempted to ask plenty of questions and, while it is great to be prepared, law fairs are busy and it is often not practical for recruiters to give detailed responses to each individual question. Have a short list of three to five questions that cannot be easily answered on the firm's website.

Look the part

Whether face to face or online, first impressions count. Recruiters need to be able to picture you in the role and a smart appearance will show them you understand the importance of looking the part. It goes without saying that



you should also be polite and make sure you're actually listening to their responses to your questions.

Chat to 'newbies'

Trainees and pupils are the best source of information about the realities of life at a firm or chambers, so don't ignore them in favour of the graduate recruitment representatives. Since they have also recently been through the exact same process that you are about to start, it might be helpful to get their advice on making a successful application.

Don't forget other law events

It's not all about fairs; other careers and networking events bring together law representatives, too, and offer the chance for you not only to ask questions and gain insights into the recruitment process but also take part in case studies and similar. Turn the page to learn more about open days. 📍

Start researching firms and chambers from page 42 and on targetjobs:



Complete our short elearning course on getting the most from careers fairs:



Open up to the open day experience

Many firms and chambers offer 'taster' sessions in law, designed to give students insights into the profession and life at their organisation. These might variously be known as open days, insight programmes, first-year programmes or workshops, or by a firm-specific name: for example, SPARK at Clifford Chance and Pathfinder at Linklaters.

Chambers tend to offer open days or evenings, while law firms often run insight programmes in addition to open days and workshops. Law firms' insight programmes in particular are not just a chance to work out whether law is for you and to ask questions; impressive attendees are usually fast-tracked through to the interview stage of a firm's vacation scheme (see opposite).

Whether you are deciding which profession is for you or want to get insights into applying to a specific chambers or firm, these events are a worthy addition to your CV. They demonstrate to recruiters that you are seriously considering a career in law and are actively developing your skills.

What should I expect?

Open days and evenings provide opportunities to chat to practising lawyers and to ask any questions you have about the profession, how to boost your employability, and their work experience and graduate opportunities. There will usually be formal talks, as well as these more informal chats.

You may hear about the handling of a recent legal matter or work through a case study. You may also take part in a skills session: for example, chambers

may run a short advocacy exercise or law firms may run an activity on commercial awareness.

Insight programmes, which typically last between two and five days, include the same features as traditional open days, but are also likely to include more sessions on developing skills, group exercises and legal case studies, and work-shadowing lawyers.

In person or virtual?

Following the pandemic, many organisations are returning to running these events in person, but some law firms may still be offering virtual events. What's more, some firms are offering online skills development programmes over a longer period of time than a traditional insight programme allows for, and some are offering short e-learning courses (or VLEs) that introduce their firm while developing skills.

When are they?

Open days and insight programmes are typically held in the autumn and spring, but may be held throughout the year. Start looking for opportunities from early in the autumn term to ensure you don't miss out.

Who can apply?

They are designed for students who have not yet undertaken a vacation



scheme or mini-pupillage and so they are typically geared towards first-year students. However, some are aimed at student cohorts in other years who are underrepresented in the legal profession: for example, at those from lower socioeconomic or ethnic minority backgrounds. Some opportunities may be open to all students.

How do I apply?

You will usually need to apply to attend these programmes, but the recruitment process should be a slimmed-down version in comparison to graduate ones: you may face a shorter application form and sometimes a telephone interview. See pages 26–29 for application and interview advice. 📄

Discover which chambers and law firms offer open days and insight programmes from page 42 and on targetjobs.



Find out how to make the most of open days and insight programmes.



Make your CV shine with a vacation scheme

Vacation schemes are formal periods of work experience at law firms, lasting between one and three weeks. Sometimes known as vacation/work placements or internships, they provide valuable insights into the day-to-day life of a trainee solicitor.

Spending a couple of weeks at a law firm should confirm whether or not it is the one for you and, in fact, whether a career as a solicitor is for you – with the added bonus of being paid while on the scheme. Vacation schemes also increase your chances of getting a training contract (a graduate position). Law firms usually interview impressive vacation scheme students for a training contract at the end of the placement. Some law firms fill around 50% of their trainee intake from their vacation schemes, while others only hire trainees who have previously completed a vacation scheme with them.

Even if you don't secure a role with that firm, a vacation scheme will boost your CV. All law firms like to see vacation schemes on an application as a sign of your commitment to the profession.

What should I expect?

You will be given real work to do, such as researching matters of law and drafting contracts, alongside shadowing more senior solicitors. You might sit in on meetings or a client call and attend a court hearing. You may well experience a couple of practice areas to gain insights into different specialisms. There will also be a number of social and networking events, alongside skills and employability sessions.

Who can apply?

Most firms open vacation placements to second-year law students and final-year non-law students, but there are exceptions to this. Some firms offer them to all years, postgraduate students and career changers. Review firms' eligibility criteria carefully, as some firms run separate schemes for different student cohorts – a spring scheme specifically for non-law students, say.

When are they?

Most firms run vacation schemes in the summer (typically in June and July), in the spring (often March and April) and sometimes in the winter (December and January). Application deadlines vary: the traditional closing date for summer schemes was 31 January, but now many firms put them much earlier in December and January. Deadlines for spring schemes may fall as early as November and December, while winter vacation schemes may close in October.

Bear in mind that some firms start reviewing applications before the deadline and may close to new applicants early if they receive sufficient numbers of quality candidates. So, start seeking out opportunities as early in the academic year as you can.

How do I apply?

The recruitment process will be similar to that of a firm's training contract. It is likely to involve an online application form, online tests and a virtual or in-person interview or assessment centre. See pages 26–29 for advice on succeeding at these and head to targetjobs.co.uk for more. 📍

Find out more about the vacation schemes offered by individual firms and key deadlines from page 42 and on [targetjobs](https://targetjobs.co.uk).



'Treat your vacation scheme as a two-week interview' – discover how to impress on a vac scheme on [targetjobs](https://targetjobs.co.uk).



Go big on finding a mini-pupillage

Mini-pupillages are structured work placements with a set of barristers' chambers. They typically last between three and five days and are opportunities to experience a busy set first hand. They enable you to understand what working as a criminal or commercial barrister, for example, would entail.

What should I expect?

The work will vary from set to set. You'll primarily observe and assist a barrister with their caseload. The responsibilities you'll be assigned will be similar to those of a pupil, for example: researching relevant points of law or Acts; helping to prepare documents for a case; and sitting in on conferences with solicitors and/or clients.

It's likely that you'll get the chance to attend court. You might have the opportunity to watch a jury being sworn in, hear legal arguments about

the admissibility of a piece of evidence or watch barristers cross-examining witnesses. You may also have a tour of the building and even see the holding cells and judges' chambers.

Mini-pupils are not usually paid, although a few chambers cover limited expenses and some universities offer bursaries to fund work experience that would otherwise be unpaid.

Assessed or unassessed?

Mini-pupillages are either assessed or unassessed. Assessed essentially means that they form part of the recruitment process for pupillage. In fact, some chambers only accept pupillage applications from those who have done an assessed mini-pupillage with them.

As an assessed mini-pupil, you can expect to be given additional tasks to those of an unassessed mini-pupil: for example to tackle a set of papers with a view to producing a written legal opinion or to give an official presentation on how a point of law would affect a particular case.

Remember that, even if your mini-pupillage is unassessed, chambers may ask you to apply or to return for an interview. So, view your mini-pupillage as an extended pupillage interview and the chance to demonstrate your abilities.

Who can apply?

Mini-pupillages are available to both law and non-law students, but chambers often require applicants to have completed at least one year of a law degree or have passed (or be currently studying for) a conversion course.



When are they?

Each chambers will decide when they offer mini-pupillages and how many, for example: 2 Hare Court typically offers two places each in February, April, July and October; 29 Bedford Row Chambers usually takes on at least one mini-pupil in March, July and November; and St John's Chambers typically offers one per month. Deadlines usually fall two to three months before the start of mini-pupillage, but there are exceptions.

How do I apply?

Some chambers use online application forms, although many prefer prospective mini-pupils to submit a CV and covering letter. Your covering letter should explain why you want to do a mini-pupillage with a particular chambers, covering key points such as why you want to spend time with a criminal or commercial set, for example. 📍

View details of chambers' mini-pupillages from page 42 and on targetjobs:



Find out how to make the most of your mini-pupillage:





becoming a solicitor

Starting your career as a solicitor

Narrowing down the areas of practice and type of law employer that best suits your strengths and skills set will help you on the way to career success.

Your working life as a solicitor will vary hugely depending on the area of practice you eventually specialise in and the employer you join. If you apply for a traditional training contract with a law firm as your period of qualifying work experience (QWE) in England and Wales or traineeship in Scotland, you won't be expected to have already picked a definite area of specialisation. After all, the point of a rotational training contract or traineeship is to introduce you to a selection of practice areas.

It is still important, however, to have an awareness of the different types of work firms undertake and the clients they advise. Not only will recruiters expect it when you apply, but also the type of firm you join will determine the practice areas available during your training. And, of course, if you are applying to a QWE provider that specialises in one area of law, you will need to explain what draws you to it. You can learn more about training contracts, QWE and traineeships on page 24. ►

Ponder your practice

Some practice areas deal with more of one type of work than others do and call upon different skills. Some involve more contentious (dispute-based) work than non-contentious work. Some are legislation or case law heavy: tax lawyers must get their heads around lengthy finance documents with each new budget announced by the chancellor, whereas professional negligence lawyers analyse plenty of case law. Elsewhere, in areas such as corporate law, understanding the client's business, and the sector in which it operates, is especially crucial.

Similarly, the types of clients vary. For example, oil and gas solicitors could work for international or national oil companies, trading houses, financial institutions and banks, construction companies and governments. Healthcare solicitors could work for the NHS, private hospitals, GPs, dental surgeries and pharmacies on one side, or a personal injury claimant or the family of someone who has died on the other.

Working hours can be different across practice areas, too. Some areas are notorious for having peaks and troughs in workload, with some all-nighters and weekend work – corporate springs to mind. Other areas, such as life sciences, are more likely to involve an intense working week, with little-to-no weekend

work. Some areas, including banking and finance, have more opportunities for international travel.

Make a firm decision

Although you can undertake QWE with a wider range of organisations now (see page 24), law firms are still the biggest employers of trainee solicitors. Traditionally, law firms have been divided into distinct types. You need to think about what suits you. Giant, global firms – which include 'the magic circle' and other City heavyweights – often employ thousands of staff, a couple of hundred partners and over a hundred trainees. They handle a range of complex commercial work and lots of high-value international transactions for global companies via their overseas network of offices. Mid-tier firms, although smaller than their magic circle counterparts, are substantial legal powerhouses, boasting headline-grabbing deals and significant City clients.

Regional and national firms are often not as large, but can still attract the same quality of work. US firms have bases in London but are headquartered in the US. They are involved with high-value commercial work. Boutique or niche practice firms offer specialist advice in one or more area. High street or legal aid firms deal with the man or woman on the street in areas such as family law, conveyancing, crime and employment.

Recently, however, the lines have blurred between types of firms. It is not unusual to find a traditional regional firm with a 'national reach' or a national firm advising on international matters. This may make it more difficult for you to distinguish between firms, but it also means that firms can offer a wider range of career opportunities.

Which area of practice is right for you?

Compare and contrast different practice areas, and the specialisations within them, on targetjobs.co.uk, with our deep-dive guides.



Question the stereotype

We've seen above that some practice areas have certain reputations. So, too, do types of firms – for example, it's often said that US firms pay exceptionally well but also demand particularly long hours. These reputations may or may not be deserved. Ultimately, you should conduct your own investigations to find out the workplaces and practice areas that would most suit you. Talk to firms' representatives at careers fairs or via LinkedIn. Try out firms and practice areas by getting a vacation scheme and/or an insight day/week, too. See pages 15–20 for more advice on careers events and work experience.

Do you have the solicitor skills set?

Most law employers expect candidates to have a consistently strong record of academic achievement, although mitigating circumstances will be taken into account. In addition, each employer will have a bespoke list of required skills, values and behaviours. However, there are a few core skills that all candidates need. These include: commercial awareness; an entrepreneurial instinct; communication skills; relationship-building skills; teamworking skills; attention to detail; analytical ability; and resilience and drive.

It's not enough to just say that you have these skills; you need to refer to times when you have demonstrated them. Most applications will contain questions directly asking for examples of when you used particular skills. Keep in mind that you do not need to have gained these skills in a legal context. They can come from any area of your life: part-time jobs, extracurricular activities, your education history, gap years and so on. See opposite for some ideas on how to develop these skills. ☺

SKILL

HOW YOU CAN DEVELOP IT

Commercial awareness

Consider which factors affect the bottom line, profitability and cash flow while working in a retail part-time job.

Entrepreneurial instinct

Find an innovative way to make money at university, eg fundraising for charity or starting your own business.

Communication

Be a university ambassador or a student mentor.

Relationship building

Attend networking events on campus, at law firms or virtually.

Teamworking

Be involved in the running of your university law society or play in a sports team.

Attention to detail

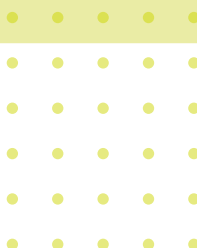
Check references, sources and citations in your academic work.

Analytical abilities

Run a social media account, working out which posts receive the highest level of engagement and why.

Resilience and drive

Set yourself, and work towards, a challenging goal, eg fundraising for charity or a personal fitness target.



Getting into training

What you need to know about training contracts and other forms of qualifying work experience.

Whether you are qualifying as a solicitor via the SQE or LPC route, you will need to complete two years' worth of pre-qualification legal work experience. On the SQE, this period is called qualifying work experience (QWE). On the LPC route, it's called a 'period of recognised training'. Both will generally be covered by what most firms refer to as a training contract: a two-year graduate programme. However, training contracts aren't the only way in which graduates on the SQE route can gain QWE.

In this article, we answer your FAQs about training contracts and explore other options for the QWE, but turn back to page 4 to see how training contracts and QWE fit into the qualification process. Bear in mind that the SQE route is almost as new to law firms as students and so we may see further changes in how they provide QWE, including training contracts.

How is a training contract structured?

On the **LPC** route, training contracts are regulated by the Solicitors Regulation Authority (SRA). Your employer will have to ensure that you experience different practice areas, which must include contentious work (cases that involve a dispute), under the supervision of more senior lawyers. In most cases this will be through doing 'seats' (placements in different departments).

The number of seats varies from firm to firm, but it is typical for trainees to complete four six-month seats (often returning in their last seat to the department they'd like to work in once they qualify). However, some firms opt for a larger number of shorter seats while others, such as Jones Day, choose not to have any but ensure that trainees still get involved with different types of work. Larger firms may offer international seats and client secondments (where you spend your seat working at a client's organisation) as part of the training.

You'll also need to complete the professional skills course (PSC). This will typically happen as part of your training contract. The course covers financial and business skills, advocacy and communication skills, and client care and professional standards, as well as various electives (such as practice skills).



Find out more about the training contracts, deadlines and application processes at individual firms from page 42.

On the **SQE** route, training contracts have to fulfil the requirements for QWE set out by the SRA and be confirmed by a solicitor or compliance officer for legal practice (COLP). There is no specific requirement to undertake contentious work or to try out different practice areas. However, many firms continue to offer these things (along with international seats and client secondments), as they feel that having a range of experiences will give you the best grounding for your future career. The PSC is no more, but again most firms will ensure you get similar training.

What will I do as a trainee?

Your role as a trainee largely depends on the size of firm you work for and the sort of work it does. In large commercial firms you're likely to be one of many lawyers working on a case or transaction and have responsibility for discrete tasks within it; in smaller firms you may work with just one or two others or even have day-to-day responsibility for cases yourself. Wherever you train, though, typical tasks are likely to include drafting agreements, corresponding with clients and other solicitors, conducting research and attending client meetings.

Which employers offer training contracts?

Most training contracts are with solicitors' firms. There is a vast range of these, so it's important to think carefully about what type you'd like to work for – especially as it's common to stay with the firm after you qualify. There are also a small number of training contracts in companies' in-house legal departments and with the Government Legal Profession or Crown Prosecution Service (via the government's legal trainee scheme).

How do I apply for a training contract?

The application process is similar to that for many other graduate jobs. Many larger firms have online application forms, while smaller firms may ask for a CV or covering letter. After this initial application, successful candidates will typically be invited to a number of interviews (including phone,

video and partner interviews) and an assessment centre. The majority of law firms require candidates to have, or be expecting, a minimum 2.1 degree. The rest of this section of the publication contains application and interview advice.

When do I apply?

The traditional annual training contract deadline is 31 July and some firms still keep to this date, but increasing numbers are setting deadlines much earlier: for example, in January. Many firms recruit for training contracts two years in advance of the start date, so law students should aim to apply in their second year and non-law students in their final year. However, this is no longer always true, depending on how the firm plans to structure their SQE support (for example, whether they want you to complete study and the SRA assessments before undertaking QWE – see page 4).

What if they are not called training contracts?

Training contract was the traditional name for firms' two-year graduate programme and most still use the term. However, also look out for names such as 'graduate programme' and 'solicitor graduate apprenticeship'.

What are the QWE alternatives to training contracts?

Under the SQE route, it isn't compulsory to undertake a training contract with one employer: you can complete your QWE with up to four different employers for varying lengths of time. So, it is possible to accumulate two years of legal work experience 'in pieces', via short contracts and volunteering rather than through a fixed two-year scheme.

Organisations that can provide QWE include law firms, legal clinics in academic institutions, law centres and charities. There is no definitive list of what counts as QWE (yet), but paralegal and legal executive work does, and vacation schemes (formal work experience schemes run by law firms) and student volunteer work at legal clinics may do. See [sra.org.uk](https://www.sra.org.uk) for more on this and how to check whether your experience qualifies. 📍

Research: the key to a successful application

Before making an application you will need to research the law firm or QWE provider. You need to be sure that you are applying to the right place for you but, just as importantly, you need to show recruiters that you really want to work for them. You do this by demonstrating that you have the specific skills they seek and that your reasons for applying are based on what you know about the organisation. Use our checklist to complete your research.

ASK YOURSELF...

What areas of practice does the organisation cover and in which is it strongest?

What clients (or types of client) does it work with?

Where are its offices?

Who are its main competitors and how does it differentiate itself?

How many partners and fee earners does it have (if a law firm)?

What is its history and what are noteworthy or 'big news' moments? For example, big cases or transactions, new offices, new clients, how it has responded to economic and international events, mergers with other law firms and so on.

How, where and why is it growing?

What are the firm's 'core values' and aims?

How many trainees does it take on a year and how many does it typically retain after qualifying (ie how many stay with the firm after the QWE)?

Start your research with our guide to firms starting from page 42 and browsing the solicitors' organisation hubs on targetjobs.



How is its training contract or QWE structured, eg is it rotational (see page 24 for more on this)?

What training and development opportunities does it offer, eg are there client or international secondments?

What are its entry requirements, eg does it require certain grades at A level?

What specific skills, values and behaviours does it seek?

What financial and other support does it give you while studying, eg sponsoring your LPC, SQE preparation programmes or conversion course?

What is its salary and overall compensation/benefits package? (NB: Don't mention this as a reason for applying!)

Culturally, is it a place where you'd like to work? Base this on what is important to you. For example, what is its record on diversity and inclusion and what efforts is it taking to boost it? Does it encourage socialising among trainees? Do you get to do pro bono or corporate social responsibility (CSR) work, such as volunteering at a legal centre or reading with local school children?

Tips and tricks for stellar applications

What does an application involve?

To apply for a training contract or a vacation scheme with a larger firm, you will usually need to fill in an online application form. Most involve filling in basic biographical, academic and work experience details before answering specific application questions; some ask you to submit a CV and/or covering letter instead of, or as well as, answering questions. Next, you will be asked to complete aptitude tests. If successful, you then go through to the first-round interview (see page 29).

A few law firms have switched to a strength-based recruitment process, which involves a considerably shorter application form and puts more

emphasis on video-based tests that focus on how you would respond to specific workplace scenarios.

Smaller firms will usually require you to submit a CV and covering letter, via email, through a simple online application form or LinkedIn.

Read more on how to fill in an application form.



Learn more about strengths-based recruitment processes.



Make work experience work for you

Virtually every form includes a work experience section and you will also need to write about your work experience on your CV. Having law-related experience is a huge boost to an application, but include details of non-law work experience too. It is likely, after all, that you would have honed more customer service (client focus) skills in your regular part-time retail job than during a three-day insight programme.

When writing about your work experience, don't just say what you did. Say how *well* you did, picking out key achievements, mentioning any good feedback you received and stressing the transferable skills you developed. Quantify your actions and achievements where possible: saying that you typically served 150 customers a shift in a bar job better conveys that you can work well under pressure in a busy environment than just writing 'worked well in a busy environment'.



Make your case in a covering letter

Your covering letter is essentially your argument as to why you would be the right person for the role and why you particularly want to work for the organisation. It's where you bring together the highlights of your CV with your motivations for applying. It should have four parts:

1. The opening. Introduce yourself: explain what stage you are at in your studies, state what you are applying for and say where you have come across the firm before (for example, campus law fairs or presentations, open days, vacation schemes).
2. Why you? Tell them why you are a good prospect: highlight achievements and examples that show you have the competencies, values and behaviours they seek, expanding upon your CV.
3. Why them? Explain why you want to be a solicitor and why you want to work for that workplace in particular.
4. The ending. Close by referring them to your CV or the rest of your application.

Read more on how to write a great covering letter for a law firm:



View an example covering letter for a vacation scheme:



Be a good tailor

A great law application is a tailored law application. This means that your application should show that you have the qualities the employer seeks and that you have good reasons for wanting to work there in particular – not just any law firm. Echo the language the firm has used: for example, if they seek evidence of collaboration rather than teamworking, use 'collaborated' when writing up your work experience and positions of responsibility.

Similarly, when writing about why you want to work for the firm, relate detailed research on the firm with your own career ambitions and/or values. If after reading your application back, you could switch the firm's name to that of a competitor and it would still make sense, you haven't tailored sufficiently.

Be ready for the tests

It is likely you'll be set online ability or scenario-based assessments. Ability tests may cover your critical thinking, numeracy, inductive reasoning and/or literacy skills, while scenario-based tests may be based around your situational judgement: what would you do when presented with a common workplace scenario? The best way to succeed at these tests is to practise them.

If you have a disability or condition that means you would not be fairly assessed via online tests, let the law firm know and they will arrange an alternative method of assessment for you.

Learn what to expect from online tests and access free practice tests:



Use examples when answering questions

Each firm will have its own unique set of questions, but common themes include: your reasons for applying (and, for commercial law firms, why you specifically want to work in commercial law); your key achievements, positions of responsibility and extracurricular activities; and your commercial awareness.

It's best to write unique responses that answer the actual question being asked – you can't copy and paste an answer from a previous application without risk of not answering the question properly and/or leaving another firm's name in by mistake. Choose the most relevant examples from your CV and from your research to support your statements, bearing in mind the word count (typically 200–300 words).

Discover how to answer the 'why commercial law?' question.



Read up on answering questions about extracurriculars.



Gain commercial awareness from trainee solicitors.



Curate your CV

Your CV should document key moments from your life that indicate that you have the academic capability and the right skills to excel in the role you're applying for, along with a genuine passion for the profession.

It should include your contact details, education details and work experience, but what else you include is up to you. Many people have separate sections outlining positions of responsibility, extracurricular achievements and hobbies, IT skills and fluency in foreign languages, but it depends on what works best for you.

Generally, you can organise and format your CV in whichever way best shows off your abilities – but do check for any instructions from the specific firm.

Read more on how to write a CV for a trainee solicitor or vac scheme post:



View our template CV for a vacation scheme:



What to expect in your law **interview**

A few firms will conduct a sole interview but most will ask to meet you initially by phone or video, then offer further interviews if you're successful at the initial stage. The final stage is often an assessment centre. In this article, we look at what you can expect – but remember that interviews and assessment centres are as much a chance for you to work out if the firm is for you than vice versa.

Types of interview

You may sit a one-to-one interview or a panel interview. Panels tend to comprise HR professionals alongside partners (one of whom may head up graduate training). At an assessment centre, your one-to-one interview will most likely be with a partner. While many firms now use video platforms, some still use a telephone interview as their first-round interview. This is usually with HR.

Video interviews are either live calls with a person or are 'prerecorded', meaning that you record yourself answering a question that pops up on screen. Some law firms, especially those running a strength-based recruitment process, will include video assessments that give you a workplace scenario, such as a client being unhappy with your work, and ask how you'd respond. You usually either select from a multiple-choice list of answers or record your answer. These assessments are sometimes known as job simulations.

It's also possible that you will sit an 'analytical' or 'article' interview, which will test your commercial awareness. The recruiters may give you a news article unrelated to the legal sector and ask you to outline how its topic could affect the firm or a client. There are no right or wrong answers: the interviewers are looking at how you process information, discuss a topic and deal with their line of questioning.

Types of question

Law interviews tend to focus on four themes: skills, strengths, motivation or 'about you', and commercial awareness.

Skills and competencies questions

Skills and competency questions often ask you to give an example of when in the past you have used a specific aptitude or encountered a specific challenge. Prepare for these by rereading the job description or firm website to identify the skills sought and then think of examples for each one. ►



Recruiters and careers advisers often recommend using the 'BACK model' when talking about your skills. First, explain the Background (set the scene and your role in the situation); then go through the Actions you took; follow that by describing the Consequences of your actions; and, finally, reflect on the Knowledge you've learned as a result, for example: what you'd do differently now.

Strength-based questions

Strength-based questions seek to discover how well you are likely to do the job based on your natural aptitudes and motivations. Typical strength-based questions include: 'When do you feel most inspired?', 'What would your perfect day look like?' and 'Would you prefer leading a team or being part of a team?'. A good way to prepare is to take time to understand yourself, what drives you and how you work best.

Motivation and 'about you' questions

Motivation questions explore the 'why' behind your application. Recruiters are interested in whether you've researched what a career in law involves and reflected on what most interests you about it. Typical motivation questions include: 'Why a career in law?' and 'Why a career with this firm?'

You may also be asked other questions to find out more about you, your personality and whether you'd be a good fit for the firm. Questions could include 'Why would you be a good fit for our culture?' and 'Why would you be a successful trainee?'. To answer these sorts of questions well, you will need to connect detailed research of the firm to your own strengths, ambitions and values.

Commercial awareness questions

Commercial awareness questions are usually used by commercial law firms and are designed to test your understanding of the market, competitors and the firm. To prepare, follow some individual stories in the business news and think about how

they could affect a law firm or their clients.

Assessment centre exercises

Whether held in person or online, assessment centres are a chance for the assessors to see the skills, behaviours and values they seek 'in action'. By giving you a series of individual and group exercises, they are not just relying on what you say to assess whether you are a good fit; they are also seeing what you do in the moment. Each assessment centre is slightly different, but it will usually involve some of the following in addition to an interview:

- An information session at the start of the day. Make a note of any questions you have coming out of it to ask during the informal networking parts of the day.
- A group exercise. You may be given a 'practical' task, such as creating the tallest tower you can out of paper and paperclips, or a discussion-based exercise around a case study. The key to success in these tasks is to demonstrate that you can work well with others. Actively contribute, but don't dominate discussions. Offer to take on responsibility, such as keeping an eye on timings or being note-taker.
- A presentation. Sometimes this will be on the conclusions of your group exercise and sometimes you'll be asked to prepare a topic in advance. Think carefully about the overall structure and keep the audience in mind: if the assessors are acting as the clients in a case study, what they would be likely to know?
- A role play exercise. For example, you might be placed in a mock meeting with clients, where the assessors are playing the clients. Read the briefing documents you are given carefully to help steer your responses.
- A written task. This could involve writing up a report/ recommendations after reading through a case study. It is assessing your analytical skills and your ability to communicate clearly, rather than your legal knowledge. Ⓢ

Read answers to the nine trickiest interview questions, including 'Why have you applied?'.



Find out about strength-based interview questions.



See example competency questions and answers.



Read more on preparing for assessment centres.



becoming a barrister

Begin at the Bar

On your journey to become a barrister, the Bar training course is followed by pupillage. This is the work-based component of qualification and is usually undertaken in a 'set' of chambers. Once pupillage is complete, you seek tenancy within chambers – that is, to become a permanent member of the chambers – unless you find a vacancy with the employed Bar. You can find out more about pupillage in the next article and turn back to page 14 to read up more on the Bar course. But, before you go much further, you need to think about which chambers and areas of law are right for you – and how you can prove you have what it takes to make it at the Bar.

Sets and specialisations

Areas of law are commonly divided into commercial law, common law, criminal law and specialist fields. There are then further areas of specialisation within each area. Commercial law covers areas such as banking, insurance, insolvency, international trade, company and media law. 'Common law' is an umbrella term for a broad range of civil work, often involving negligence and contract. Examples include sale of goods, personal injury, landlord and tenant, and clinical negligence.

However, there is a great deal of overlap: many sets practise both commercial and common law, or common and criminal law, and a handful are involved in all three. Most experienced barristers specialise in one or more fields and in many sets they are grouped together into specialist teams. A handful of chambers work in only one area but many list three or four specialisations. ►

In Scottish law

The process of qualifying as an advocate in Scotland is different.



Explore areas of practice

Discover which practice areas and specialisms are for you by accessing our deep-dive guides.



Hear from practising barristers about their areas of practice at the targetjobs National Pupillage Fair on 25 November 2023 or catch the videos on targetjobs.



For pupillage, you don't have to choose a specialisation – most commercial and common law sets will cover a broad range of areas and there are also a number of generalist sets. However, in most cases it will be difficult to switch between the broad areas of commercial, common and criminal law after pupillage.

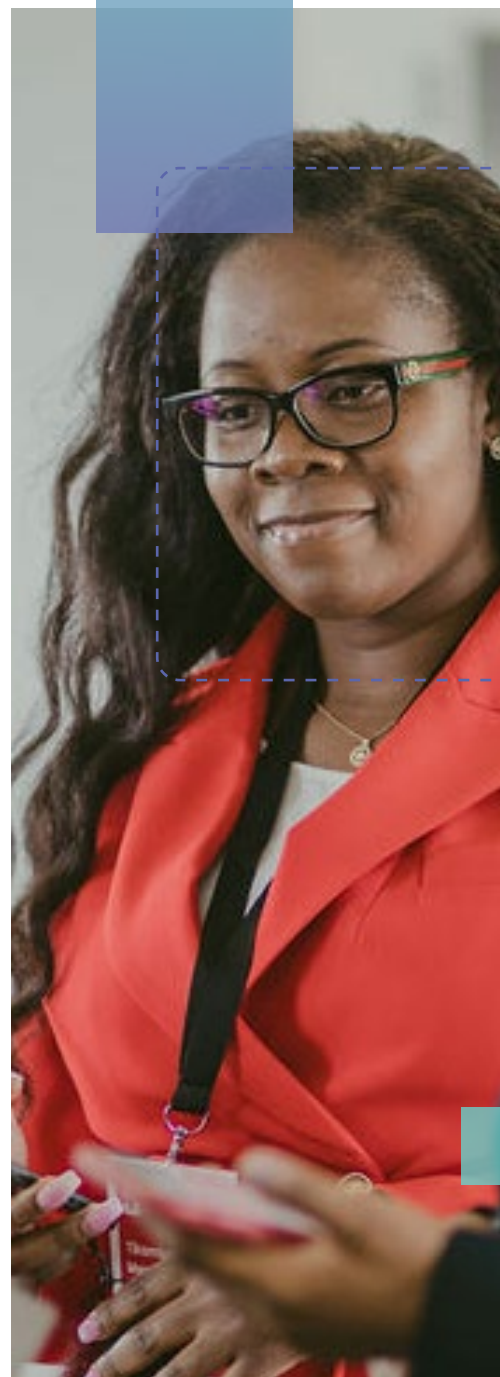
Strengths and skills

When deciding your practice area, consider what you want from working life. In the early years, criminal barristers tend to spend a great deal of time in court on cases presented to them at extremely short notice. In contrast, commercial law barristers are likely to spend much of their time in chambers, researching and drafting, and tend to have fewer cases of their own, often assisting more experienced barristers. Common law generally falls between these extremes.

Consider, too, what sort of work you are best suited to. High intellect, and the academic record to prove it, is sought by all chambers, but commercial sets place particular emphasis on this. Equally, think about who you want to represent. Commercial barristers need to build relationships with City workers and convince them that they understand their business; criminal and common law barristers must be able to deal with a broad cross-section of society.

Location matters

Although there are some generalist sets in London, many are focused in a particular direction. If you want to work for an exclusively commercial law set or for one with only one or two specialisms, the capital is likely to be the right destination to aim for. Sets in the regions tend to have fairly broad practice bases, often undertaking commercial, criminal and common law work. Turn back to page 6 for more on working outside of London.



Alternatives to chambers

A small number of barristers (up to a fifth) are employed directly by organisations instead of being self-employed and working from chambers. Employers include the government, firms of solicitors, large commercial companies and charities. Opportunities for pupillage are limited, but more vacancies come up later in your career.

In the government in England and Wales, you typically gain pupillage through its legal trainee scheme and work for either the Crown Prosecution Service (CPS), prosecuting criminal cases investigated by the police in England and Wales, or within the Government Legal Profession (GLP) working in government departments, such as His Majesty's Revenues & Customs. Your pupillage is typically split between time spent in a department and time spent in an external barristers' chambers. The GLP warns that opportunities for courtroom advocacy can be limited, depending on the department.

Considering your options

Attend the targetjobs National Pupillage Fair (25 November 2023) to find out about different chambers. Mini-pupillages (work experience placements in chambers) will help you to get a feel for the sort of work that interests you and it is advantageous to have done at least one in the type of set that you eventually decide to apply for – see page 20 for more on work experience. ☺

Are you built for the Bar?

Gaining pupillage is fiercely competitive. In recent years there have been fewer than 400 pupillages available per year and up to 1,800 students a year successfully completing their vocational course and seeking pupillage, according to statistics from the Bar Standards Board. You will need to convince a chambers' pupillage committee (practising barristers who oversee recruitment) that you have what it takes.

Academics

Most sets expect candidates to have at least a good 2.1 degree but, realistically, many of these will have firsts and distinctions. This is especially the case for the commercial Bar. Think about entering essay competitions to give you an edge.

Advocacy skills

Pupillage committees seek an ability to make a convincing argument in court. This involves a combination of:

- public speaking abilities
- persuasiveness skills
- quick-wittedness
- the ability to analyse information and to apply legal theory to form an argument.

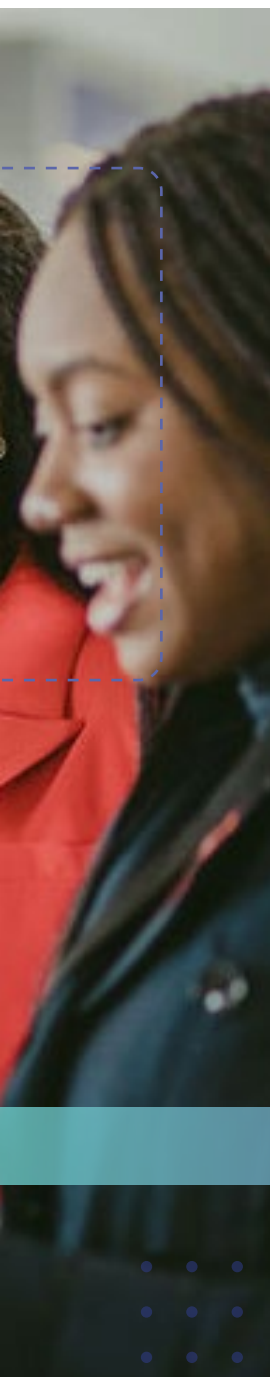
You receive advocacy training during the Bar course, but aim to get some experience outside of this – for example, through moots (simulated court cases), standing for Student Union elections or taking part in debates.

Relationship-building

Being able to inspire trust in and build meaningful relationships with clients is key. You will also need to work well with others. Any experience you have of working in teams, providing customer service or even caring for others will demonstrate this ability – consider whether volunteering with a charity (legal or otherwise) could help you.

Bravery, self-belief and resilience

The whole process of gaining pupillage is competitive and then there are the additional challenges of building a self-employed career, not to mention performing in high-pressure environments. Do everything you can to build your resilience and ability to thrive under pressure: one way is to push yourself out of your comfort zone.



On the **pupillage** path

Find out more about chambers' pupillages from page 42, on [targetjobs.co.uk](https://www.targetjobs.co.uk) and via the *targetjobs Pupillages Handbook* publication, found at your careers service or at [targetjobs.co.uk/publications](https://www.targetjobs.co.uk/publications).

Pupillage is a paid 12-month training period in which you'll work alongside barristers in their chambers or set. Your pupillage will be divided into two distinct six-month periods. During the 'non-practising' 'first six' you will shadow the cases of an experienced barrister; in the 'practising' 'second six' you may take on cases either on your own or as part of a team led by senior barristers. You'll be known as a pupil and receive funding from your set.

Limbering up for pupillage

Before you can become a pupil, you'll need to have completed either a non-law degree (minimum 2.2) and a conversion course, or a law degree (minimum 2.2), then taken the Bar course (formerly known as the Bar professional training course or BPTC, but now known by different names at different providers). See pages 10 and 14 to find out more. You may come across information about the Bar course aptitude test (BCAT). This was an exam that, until recently, intending barristers needed to pass to progress onto the Bar course. The BCAT was discontinued in July 2022.

Law students should apply for pupillage during the final year of their degree; non-law students in their conversion course year. However, if you're not successful at this point you can keep trying. One barrister told us it took them nearly 50 interviews, two years and someone else dropping out to get pupillage.

You do not have to go straight from university to Bar school to pupillage. For example, you might work for local government, for a non-governmental



organisation or for an MP. You could also consider taking on a part-time job or volunteering for legal charities. However, you must normally start pupillage within five years of completing the Bar course.

Applying for pupillage

All pupillages are advertised on the Pupillage Gateway (pupillagegateway.com), a centralised online application system. You can apply for some pupillages directly via the site while, for others, you'll need to submit separate application materials, such as CVs and covering letters. For more information about the Pupillage Gateway and timetable, turn over the page. To find out what to expect during the interview process, see page 38.

Pupillage structure

Many chambers offer pupillages for the full 12 months; others will allow you to complete just one six-month period with them if you wish, while a few only offer first six or only second six pupillages. It is rare to complete a pupillage part time, although the Bar Standards Board does allow pupillages to be extended to 24 months, which could accommodate part-time working, on request.

If you feel like doing something a bit different, there are a number of types of external work experience (eg with a solicitor or judge) that can count as time served for the second six. See [barstandardsboard.org.uk](https://www.barstandardsboard.org.uk) for more details.



As a pupil

When you start in chambers you'll be assigned a 'pupil supervisor' who will act as your mentor. You will shadow them, do research and paperwork for them, draft legal arguments, go to court with them and probably share their office. (NB in some sets you may be rotated round several pupil supervisors so as to experience a broader range of practice areas.)

In your second six you're officially allowed to take your own cases but whether you actually do so will depend upon the type of set you're at. At criminal and common law sets there tend to be lots of small cases suitable for a second six pupil, but in commercial law chambers they tend to be too big and complex for this to happen so you'll probably still spend most of your time assisting your pupil supervisor.

As well as your work in chambers you'll also be required to attend training courses in advocacy run by the Inns of Court and the various (regional) circuits – see pages 6 and 40. Throughout your pupillage, you'll be assessed against the Bar Standards Board's Professional Statement, which sets out the standards and competences expected of barristers. Find out more at **barstandardsboard.org.uk**. Providing you complete the year successfully you will be awarded the full practising certificate by the Bar Council and will be free to build your own practice.

After pupillage

Once you've completed pupillage you'll need to get a tenancy – a permanent base from which to practise. Tenants are so called because, although they're self-employed, all barristers must belong to a set of chambers, where they pay a certain sum to cover rent, facilities and wages for support staff. Many barristers stay on at one of the sets where they were pupils – that's why it's important to do pupillage at a set you think will suit you in the long term if possible.

If you don't find a tenancy straightaway you may wish to consider either undertaking a third six or 'squatting'.

A third six entails working for a further six months in a similar vein to the second six, either in the same or a different set of chambers. Squatting is the practice of staying on in chambers after pupillage but not as a tenant.

Unlike third six pupils, squatters are responsible for themselves rather than being under the wing of a pupil supervisor – for example, they are required to have their own insurance.

Whichever route you take after pupillage, all newly qualified barristers are required to complete 45 hours of continuing professional development (CPD) in their first three years. ☹

The gateway to pupillage



Details of all pupillage providers, and how to apply to them, are available on the Pupillage Gateway (pupillagegateway.com). Many chambers ask you to submit applications via this site, which is run by the Bar Council; others will ask you to send a CV, covering letter and other application materials separately.

Timing your application

You can use the Pupillage Gateway to apply to up to 20 participating sets. The application timetable runs from January until May, with offers made before you have decided on a Bar course. Typically, adverts are published in late November, applications submitted in January and February, and offers made in May. Check on the Pupillage Gateway website for the most up-to-date timetable.

Set yourself up for success

You need to register with the Pupillage Gateway to access the centralised system and can then complete your applications in your own time. There is a practice application form available on site; use this to explore the format and the information you'll need to provide.

To give yourself the best chance of success, ensure you tailor what you can in your application to the individual chambers (or other pupillage provider). Pupillage committees will instantly recognise a generic application – especially if you have left in the name of another chambers when copying and pasting – and will assume that you are not fully committed to their set.

Specialist sets

Before you apply, it's important that you think about which area of practice you want to specialise in. Pupillage committees won't expect you to know for certain which area is best for you, but you will need to pick out a few that you think are a good fit. You can then tailor your applications accordingly for each set. Go back to page 31 to learn more about choosing an area of practice.

The key questions

The standard Gateway form asks you to provide details of your education, work experience, skills and positions of responsibility held, alongside languages, interests and any professional qualifications. There is also an opportunity to mention any extenuating circumstances relating to your degree.

Chambers may choose to customise their Gateway forms to make them 'university blind' or ask questions in addition to those supplied by the Bar Council's application system. You will not be able to see the extra questions until the Gateway is officially open, but they are likely to explore some of the following:

- What makes a good barrister, why you want to become a barrister and/or why you would be a good one
- Why you want to join the chambers
- What you can bring to the chambers
- Which areas of practice most interest you and why
- Which law would you like to reform and why or a similar legal ethics question.

When writing about why you'd be a good barrister and a good fit, remember that it is best to support your reasons with examples. That is, draw on your experiences and relate your reasons to actual events or actions in your life.

Details matter

You need to prepare your online applications meticulously. Draft and proofread answers in a word processing document, noting the word limits required in the application form, spellcheck it, and move your tailored answers into the form once you are happy with them. Get a friend or relative to give things a final check.

Pace yourself

When you've got so many applications to make, and potentially hundreds of competing applications per pupillage, the process of applying for pupillage can become a chore. Don't attempt all 20 in the same day. Approach the task this in the same way you would academic work, breaking it into smaller, more manageable chunks and allowing yourself time to review and check what you've written.

You can find out about chambers, their areas of specialism and the application system they use from page 42 in this publication and on targetjobs.co.uk.



Access the [targetjobs Pupillages Handbook](#), which has more details of specialisms.



There is no 'standard' experience

Everyone will have differing levels of work experience by the time they come to apply for pupillage, so it's in your best interests to have done as much as you can and to list it down. You never know what will tilt the scales in your favour, but don't panic if you don't have pages and pages of legal work experience to fill in.

Recruiters will look at each application individually, looking for evidence of the skills and attributes they need, and whether you've gained these through study, travel, work, internships or other experiences. Find out more about making pupillage applications on [targetjobs](https://targetjobs.co.uk). ☺



CV and covering letters

Some chambers don't use the Gateway system and require a 'direct application' – that is, an emailed CV and covering letter. On your CV, add your contact details, academic achievements and work experience and anything else that indicates you have the interest in the profession and the skills to be successful.

Follow this structure for your covering letter:

1. **The opening.** Introduce yourself, explain what stage you are at in your studies and, if appropriate, state that you are applying for pupillage and where you saw the vacancy.
2. **Why you?** Use the next paragraph or two to tell chambers why you are a good prospect. Use the information in the pupillage advert and on the set's website as a guide.
3. **Why them?** In the next paragraph explain why you want to complete your pupillage with that set in particular. What interests you about the practice areas its barristers specialise in? Use examples of specific cases.
4. **The ending.** Remember to state your availability for interview.

Find more advice on CVs and covering letters for pupillage and mini-pupillages:



View CV and covering letter templates:



Stand out from the crowd in your pupillage interview

Making it to the interview stage means that chambers are serious about you as a candidate. All you need to do is build on this good first impression by demonstrating that you have the potential to be an asset to the set. The interviewers will be interested in finding out whether you are suited to them and the profession as a whole, but it's also a good opportunity for you to discover whether you are suited to life as a barrister at their set.

The different stages

Many sets will hold both first-round and second-round interviews (in some cases even a third round) and there are various components that you could encounter at any stage. One of the key purposes of an interview is to determine whether you are, or have the potential to be, a good advocate, so bear this in mind during your preparation.

A pupillage interview will often begin with some questions about your background, your application and your reasons for wanting to become a barrister. Read your application or CV thoroughly first.

Skills and awareness

You may be asked to give examples of occasions when you've demonstrated certain qualities, such as the skills that you've listed on your application. If you've had any legal work experience, such as mini-pupillages, you're likely to be asked about what you learned and how it has influenced your decision to become a barrister.

If you've stated that you want to work in a particular practice area, it's important that you can demonstrate your awareness of the actual work involved in that area – read around a few relevant cases before your interview.

These sorts of questions are all opportunities to make a pitch for yourself, so be sure to draw up a list of examples beforehand. Practise your answers, but don't over-rehearse: you need to sound natural on the day.

The legal problem

It is likely you will be given a legal problem or discussion topic that you must prepare for the interview: you might need to produce a short piece of written work that you will then be questioned about, prepare to argue a point as part of a formal advocacy exercise, present a plea in mitigation during an advocacy exercise, or simply consider the relevant issues ahead of a discussion with the interviewers.



Preparation tips

- Gain tips from practising barristers on how to prepare for a pupillage interview.
- Read your CV and application thoroughly before the interview.
- Write down your reasons for wanting to become a barrister.
- Draw up a list of specific examples of when you've demonstrated the qualities needed to be a barrister, such as determination.
- Make sure you know the chambers' practice areas and brush up on your legal knowledge of these.
- Read the law sections of newspapers and keep up with current affairs – you may want to ask a friend to discuss a news topic with you.
- Book a practice interview with your university careers adviser.



These discussions are designed to test your knowledge of legal principles, common sense and ability to argue points well. You're unlikely to be asked for really obscure legal information, but you will be tested on your ability to use basic principles and apply and understand them properly.

Once you've presented your argument, you will probably be challenged on some of the points you made, or you may then be asked to provide an opposing argument. Stand your ground when necessary, but know when to concede. Discussion topics may be ethical, political or controversial and they are a test of your ability to argue legal principles rather than your ethics or personal opinions – don't assume interviewers want to hear a certain answer. You are being tested on your ability to hold up under pressure and tough examination, as well as your ability to adapt to different lines of questioning. If you have confidence in the answers that you're giving, you may want to hold your ground.

Dealing with pressure

Successful barristers can deal with pressure and think on their feet; these qualities may or may not come under scrutiny in your pupillage interview. Your interviewers will likely take on the role of a judge looking to a barrister for an answer, but it's up to them whether they play a nice judge or a difficult one. Don't get flustered. Take a moment to pause for thought and don't let any awkward moments put you off – take control and think creatively. Again, there's no right answer; it's all about how you approach tricky situations.

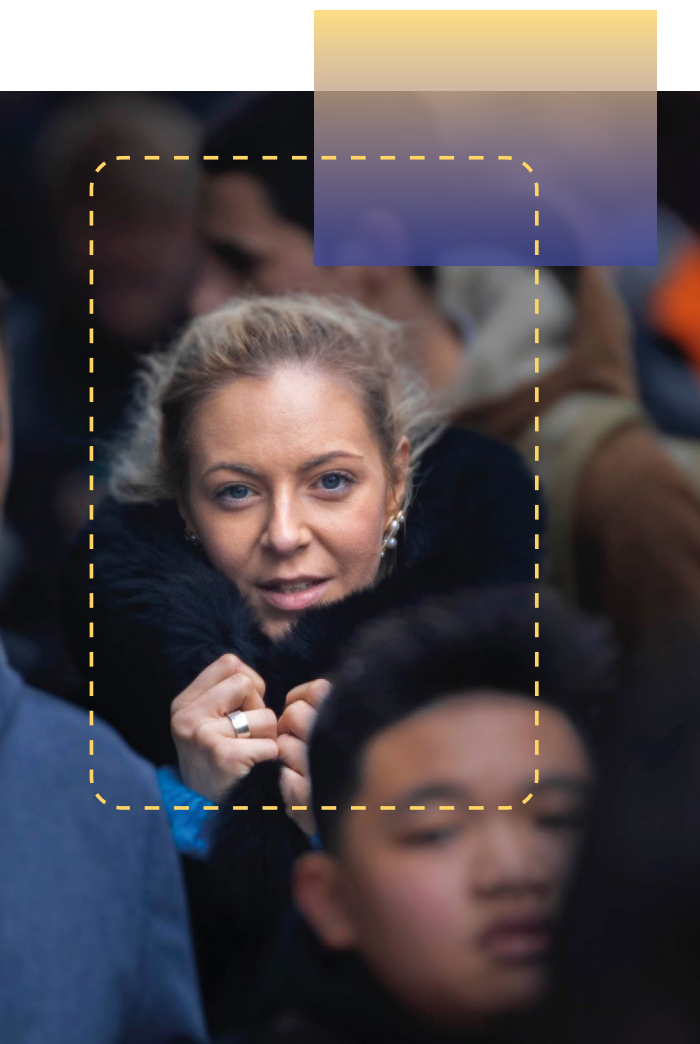
Asking the right questions

There's always an opportunity in a pupillage interview for you to ask questions of the interviewer. This is a good time to find out anything you haven't been able to uncover via your research – don't ask anything that you could have found out from their website, but you could refer to what you've found out on their website and ask for further information.

Phrasing your questions tactfully is important. 'Why should I work for you?' comes across as rude and aggressive. 'What do you like about being a member of this set?' can give you information to work out whether the chambers suits you and also suggests a genuine interest. If you've tried but you really can't think of anything to ask, don't panic. It is OK to say that all your questions have been covered during the interview.

Assessed mini-pupillages

A number of chambers require you to take an assessed mini-pupillage with them as part of the recruitment process and even those that don't may ask you to spend a couple of days in chambers on a less formal basis if you are shortlisted but have not done a mini-pupillage there. Find out early which of the sets you're applying to will want you to do an assessed mini-pupillage and manage your time appropriately in case they come at a time when you're revising for exams. ☹



The Inns of Court: a way Inn to the Bar

The Inns of Court is a collective term for four institutions – Middle Temple, Inner Temple, Lincoln's Inn and Gray's Inn – that provide education, support and facilities to their members.

The Inns also have the power to 'call' would-be barristers to the Bar. This is a ceremony that takes place at the end of your Bar course and confers on you the title of barrister (although you're not able to practise independently until you've completed pupillage).

Choosing an Inn

You have to join an Inn at least 12 weeks before you start the Bar course but it's advisable to do so before then. One of the main things to consider when choosing an Inn of Court is the level of funding it has available for the conversion course, Bar course and pupillage years. Competition for this is fierce but, collectively, the Inns offer around £6m per year in awards.

You do not have to be a member to apply for a scholarship or award, but if you are offered one then you must become a member to receive it. You may only apply for a scholarship at one Inn each year, so think carefully about what's on offer before you decide where to apply.

When choosing an Inn be sure to consider not only the overall amount of money available, but also the number of awards available. Fewer awards means greater competition, but it could also mean that the awards are larger in size. Bear in mind that the number of student members of each Inn, and hence the competition, will differ.

Scholarships

On the whole it is only students of exceptional merit who can expect to secure a scholarship. The amounts on offer through scholarships and bursaries vary from Inn to Inn. There are typically awards and scholarships offered for those undertaking the conversion course, the Bar course and pupillage (usually aimed at those pupils who receive funding near the minimum amount – see page 9). There may be other bursaries, such as financial support for students with disabilities and those who have overcome adversity, and other prizes, including essay-writing competitions.

Applying for a scholarship

Each Inn has its own set of criteria that are used to assess candidates' eligibility for awards, but these are broadly similar. Awards are given out primarily on merit and on personal circumstances: for example, there may be discrete funds for students with disabilities. Applicants will be required to fill out an online application form. This will typically ask for information about the applicant's interests, achievements, work experience, mini-pupillages and academic record. There may be additional questions specific to the award. At least one reference, usually academic, will also be required.

Candidates are typically required to submit their Bar course scholarship applications by early November in the year before their course begins, while conversion course applications must be submitted by early May. However, do check the Inns' websites for more specific timings.



Inn interviews

The Inns interview candidates for most scholarships. If you are given an interview, it's likely to be conducted by a panel, which will probably include a benchers (a senior member of the Inn). For some awards you may be asked to demonstrate your abilities through an oral examination, mooted or debating. Once the committee has chosen to make an award it will usually consider a candidate's financial situation when deciding the amount.

Researching the Inns

Your choice of Inn is a personal matter and has no effect on where you can apply for pupillage or tenancy. If you think you might be eligible for an award then it's advisable to make your decision based on the funding available, but other factors to consider include an Inn's character and facilities.

To find out about the character of the different Inns your first port of call will probably be their student officers. They will be able to answer your queries, arrange a guided tour and possibly even put you in touch with current Bar course students. If you know someone who is already a member of an Inn, try to persuade them to invite you to dine there as a guest. If you can't manage a visit to the Inns, you might want to consider factors such as their size, their responses to your enquiries or perhaps the proportion of their members who are women, international students or from ethnic minorities.

Other support available

Your Inn is an extremely useful source of advice, even at the earliest stages of your career. Student officers can provide advice on matters such as mini-pupillages, choice of conversion course or Bar course provider, finding a pupillage and the state of the Bar in general. In addition, all Inns run a 'sponsorship' system under which students are paired up with practising barristers who act as mentors.

During your Bar course year you will be required to attend ten 'qualifying sessions' with your Inn in order to be called to the Bar. These may include lectures, dinners, advocacy courses, moots and residential weekends. Special arrangements can be made if you're studying outside London to allow you to fit in several sessions in one visit or attend Inn-sponsored weekends away, if provided by the Inn. ☺

Scholarship criteria

Each Inn will have its own criteria, but in general they are focused around:

- **Intellectual ability:** an excellent academic record demonstrating an ability to conduct legal research and give written advice.
- **Motivation to succeed at the Bar:** a very high level of determination demonstrated by an understanding of the profession and a commitment to exploring aspects of it, such as through gaining experience via mini-pupillage and mooted.
- **Personal characteristics and skills:** these include drive, problem solving, interpersonal skills, the ability to stay calm under pressure and integrity.
- **Potential as an advocate:** articulacy, persuasiveness, confidence and the ability to adapt, as demonstrated through oral and written work.

training contracts and pupillages

Advertisers

Ashurst 43, IBC

Baker McKenzie 44

Burges Salmon 45

Kennedys 46

Latham & Watkins 47

Macfarlanes 48

Osborne Clarke IFC, 49

RPC 50

Stephenson Harwood 51

Blackstone Chambers 52

Fountain Court Chambers 53

Henderson Chambers 54

11KBW 55

3 Paper Buildings 56

University of Law OBC

IFC=inside front cover

IBC=inside back cover

OBC=outside back cover



Search targetjobs employer hub



Areas of practice • banking • capital markets • commercial • construction • corporate • dispute resolution • employment & pensions • energy, transport & infrastructure • environmental • European & competition • insolvency • insurance & reinsurance • intellectual property • Islamic finance • IT & communications • media • oil & gas • private equity • real estate • tax • pro bono • finance regulatory

Trainee starting salary £52,000

Benefits Daily fruit breakfast, future trainee loan up to £2,000, private medical insurance, life assurance, income protection, pension (including contribution from Ashurst), season ticket loan (interest free), dental insurance, ISA savings account, wine club, technology purchase plan, holiday purchase, travel insurance, reduced rate gym membership, childcare vouchers, cycle to work scheme, give as you earn, onsite doctor, 25 days holiday (plus bank holidays), staff restaurant

Number of training contracts 40

Vacation placements c50

Degrees sought

both law and non-law
(previously 50% law, 50% non-law)

Location We have 30 offices in 20 countries

Contact

+44 (0)20 7859 2764

✉ gradrec@ashurst.com

f AshurstGraduates

Apply

Online at ashurst.com/en/careers/students-and-graduates

Closing date (training contracts) 29/03/24

Closing date (vacation placements) 29/09/23; 05/01/24

Insight Day 1 (in person) closing date is 23/02/24

Insight Day 2 (virtual) closing date is 26/04/24

With 30 offices in 20 countries and 11 time zones, Ashurst offers the reach and insight of a global network, combined with the knowledge and understanding of local markets. Our 1850 partners and lawyers work across 11 different time zones, responding to our clients wherever and whenever they need us.

Our clients are at the heart of our thinking and our ambition is to be the most progressive global law firm. We are able to achieve this by being at the forefront of legal technology innovation with initiatives such as Ashurst Advance Digital, which is dedicated to designing, developing and delivering technology-based solutions for our clients' ever-evolving needs.

We build strong partnerships with our prestigious client base, working closely together on large and complex multi-jurisdictional transactions to deliver incisive commercial solutions. Our global reach provides opportunities for our people to work in numerous jurisdictions with leading international organisations across the world.

We also foster an inclusive working environment which genuinely values the breadth of individual perspectives and contributions that we gain from having a diverse workforce. It's a strong, shared culture that will enable you to apply your intellect, develop yourself and thrive as an international commercial lawyer.

Training

A training contract at Ashurst will move your mind beyond technical knowledge of the law. Ultimately, we want to help you become a thought leader with a reputation for clear, perceptive and influential advice – a professional in whom governments and leading businesses the world over can place their trust.

This isn't an easy route to take. You'll need to become a shrewd negotiator, have an ability to read both balance sheets and behaviours, and become a commercial strategist with a deep understanding of specific industries.

Our training contract will start you on that road. We will plan closely with you four seats of six months each, that will broaden your world view and hone your talents. At least one seat will be in a finance practice and we will also encourage you to join an overseas office or go on secondment to one of our most valued clients.

Who we're looking for

We expect a lot of ourselves – and so, as you would expect, you will need to be comfortable with challenges and pressure. You should also be able to express yourself confidently on paper and out loud, whether that's among your team or in a client's boardroom.

Alongside all the hard work, we also have fun. We're incredibly proud of our culture: we thrive when we're collaborating; we care about our standards of client service; we're willing to explore ideas and be accountable for their success; and as people, we're good company. We will expect all of that from you, too.

Next steps

The best way to learn what it's really like to work at Ashurst is to meet us at an event or join one of our vacation schemes. Have a look at our website to find out which scheme would be best for you. The below will also give you an insight into what your life could be like as an Ashurst trainee:

ashurst.com/en/careers/students-and-graduates

“What will move you about Ashurst is our culture: there's a strong dedication to what we do and a genuine warmth to the way we interact with each other.”



Search targetjobs employer hub

Areas of practice Banking, Capital Markets, Commercial, Construction, Corporate, Dispute Resolution, Employment, Energy, Transport & Infrastructure, Environmental, European & Competition, Finance, Healthcare, Insolvency, Insurance & Reinsurance, Intellectual Property, Islamic finance, IT & Communications, Life Sciences, Media, Oil & Gas, Pensions, Private Client, Private Equity, Real Estate, Regulatory, Tax, Pro Bono

Trainee starting salary £50,000

Benefits Private medical insurance, GP services, dental insurance, counselling, gadget insurance, travel insurance, life assurance, income protection, pension scheme, holiday buying, gym and fitness subsidy, yoga and choir, cycle to work scheme, interest free season ticket loan, tax-efficient charity donation via Give as You Earn, back-up child, adult & dependant care, access to a 24/7 Employee Assistance Programme (EAP) for employees and family members, eye-care vouchers, regular well-being events encompassing physical, mental and financial well-being, retail/dining discounts.

Number of training contracts 40

Vacation placements 30


Degrees sought

Both law and non-law

Location London

Contact

The Graduate Recruitment Team
020 7919 1000

 London.GraduateRecruit@bakermckenzie.com

Apply

Online at www.bakermckenzie.com/londongraduates

Application dates

Spring Scheme: 1/10/23 – 1/12/23

Summer Scheme: 1/10/23 – 1/1/24

Direct Training Contracts:

1/2/24 – 1/4/24

First Year Insight Scheme:

1/11/23 – 1/2/24

The firm

With over 13,000 people in 74 offices around the world, Baker McKenzie prides itself on being a truly innovative law firm. In the current climate, that's never been more important. It also enables us to go above and beyond for our clients, collaborating across borders, markets and industries.

Working at Baker McKenzie means being challenged. It means being supported. Yes, we're a big firm, but we're not so big that we fail to recognise the importance of fresh, new talent.

As a Trainee Solicitor, graduates will liaise directly with clients on high-profile cases. They'll sit in on important meetings, and prepare agreements, deeds and other legal documents. They'll also get the chance to apply for a six month secondment at one of Baker McKenzie's international offices. Past trainees have spent time in San Francisco, Singapore, Washington, Brussels, Dubai, New York and Tokyo. They've worked with big-name debt funds and large banks on deals which make the six o'clock news.

Types of work

London is home to the Firm's largest office where Baker McKenzie has been well established since its opening in 1961. With more than 500 lawyers, we have a substantial presence in the legal and business community.

Providing a full service offering, we deliver high-quality local solutions across a broad range of practices and offer global advice in conjunction with our international offices. Our client base consists primarily of venture capital funds, investment banks, technology powerhouses and household name brands. Baker McKenzie is a transactional powerhouse, with more than 2,500 deal practitioners in 45 countries offering leading expertise in the areas most critical for our clients. We excel in complex transactions and cross-border deals. Over 65% of our deals are multi-jurisdictional. We are global and local, combining money-market sophistication with local excellence.

Who should apply?

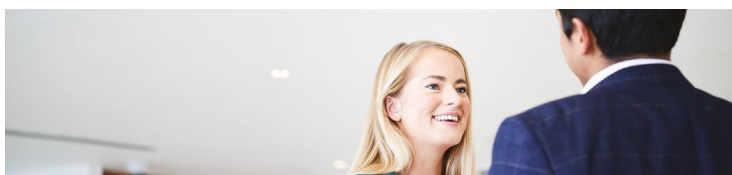
The Firm strives to enable trainees to be the best they can be. We are looking for trainees who are stimulated by intellectual challenge and respect and enjoy the diversity of cultural, social and academic backgrounds found in the Firm. Effective communication skills, together with the ability to be creative, team players with acute commercial awareness are necessary to succeed in the Firm.

Training programme

The two-year training contract comprises four six-month seats which include a corporate and a contentious seat, usually within our highly regarded dispute resolution department. We also offer the possibility of a secondment abroad or with a client.

During each seat you will have formal and informal reviews to discuss your progress and regular meetings to explore subsequent seat preferences.

Your training contract commences with a highly interactive and practical induction programme which focuses on key skills including practical problem solving, presenting and the application of information technology. The Firm's training programmes include important components on management and other business skills, as well as seminars and workshops on key legal topics for each practice area.



"As a trainee at Baker McKenzie you'll work on complex and varied deals, across teams and our global offices. Our supportive culture will help you thrive in the opportunities presented to you."

Priyanka Usmani, Graduate Recruitment Partner



Search targetjobs employer hub



Areas of practice • Banking • Commercial • Construction • Corporate • Dispute resolution • Employment & pensions • Energy, transport & infrastructure • Environmental • European & competition • Family • Healthcare • Insolvency • Insurance & reinsurance • Intellectual property • Private client • Real estate

Trainee starting salary £44,000

Benefits • bonus scheme • gym membership/ subsidy • life assurance • pension scheme with company contributions • private healthcare • season ticket loan • subsidised on-site restaurant • 25 days paid annual leave

Number of training contracts

Bristol: 24, Edinburgh: 2

Vacation placements 40

Degrees sought

both law and non-law

Location Bristol, Edinburgh, London, Dublin, Cardiff

Contact

Penny Bowring
Resourcing Specialist
0117 307 6201

✉ penny.bowring@burges-salmon.com

🐦 BurgesSalmonTS

📷 burgessalmontrainees

Apply

Online at
www.burges-salmon.com

Closing date (training contracts)
21 June 2024

Closing date (vacation schemes)
Winter: 31 October 2023
Spring/Summer: 12 January 2024

Who said you can't have it all?

Burges Salmon is an ambitious, sustainable and inclusive firm that ensures its clients, people and wider communities flourish.

Our vision is to be the market-leading independent UK law firm that provides the best proposition for our people and our clients.

By focusing on the markets and areas of expertise where we have extensive knowledge and experience, we achieve the best outcomes for our clients, who range from large organisations, entrepreneurial businesses and public sector bodies, to individuals, families and their global wealth. We are trusted to help them with everything from their everyday legal needs to their business critical issues and all points in between.

With offices in Bristol, Edinburgh, London and Dublin, the firm's people work wherever clients need them to be, both within the UK and internationally. The firm works across the UK, with lawyers who are qualified to work in all three legal jurisdictions in the UK – England and Wales, Scotland and Northern Ireland.

The quality of the firm's expertise is widely recognised across its main practice areas including banking and finance, commercial, corporate, dispute resolution, employment, private client, projects and real estate. The firm operates within seven key sectors; energy, power and utilities, infrastructure, public sector, transport, financial services, private wealth and real estate.

Burges Salmon's clients include organisations such as The John Lewis Partnership, The Financial Services Compensation Scheme, FirstGroup, HSBC Bank plc, Virgin Group, Costain Group, The Crown Commercial Service, Babcock International Group, Yeo Valley, Spire Healthcare, EDF, Octopus and Highways England.

Our training contracts

At Burges Salmon we firmly believe our people are our greatest asset and this is reflected in the time and care we invest in you.

Our six-seat training contract is designed to provide you with the greatest breadth of experience possible as a trainee. While traditional training contracts offer four seat rotations, our six seat approach is designed to provide you with a greater range of experience allowing you to become an expert in many fields. This approach builds confidence, commercial awareness and adaptability from the outset.

As a trainee you will be given early responsibility balanced with truly open door support. From the beginning you will be learning from lawyers recognised as experts in their fields who are able to offer the advice and guidance you will need to develop into a trusted business advisor.

Who do we look for?

There is no 'standard' Burges Salmon trainee. The one thing all our people have in common is their ambition and drive to deliver top quality work for colleagues and clients. We therefore welcome applications from the widest pool of candidates. As an undergraduate you can apply from your penultimate year. We also welcome applications from graduates and those considering a change in career.

Successful candidates will have achieved or expect to achieve a 2.1 at degree level in any discipline and have achievements which demonstrate the exceptional interpersonal skills necessary to become a lawyer at Burges Salmon.

Vacation schemes

We run four vacation schemes throughout the year; one in winter, one in spring and two in the summer. During the vacation scheme you will have the opportunity to visit two departments of your choice. The emphasis is on 'real work' and, under the guidance of your supervisor, you will have the chance to attend court visits or client meetings as well as skills sessions run by trainees and solicitors. In addition to this, there are many social and sports events throughout the placement that offer a real insight into life as a trainee solicitor. Allowance: £300 per week.

Kennedys

Search targetjobs employer hub

Areas of practice •

banking • commercial • construction • corporate • dispute resolution • employment & pensions • energy, transport & infrastructure • environmental • finance • healthcare • insolvency • insurance & reinsurance • personal injury • real estate • regulatory • shipping • sport

Trainee starting salary £41,000 in London, £29,000 in our regional offices and £22,000 in Scotland

Benefits • life insurance • income protection • employee assistance programme • pension • private medical insurance • season ticket loan • gym subsidy • eye care vouchers • corporate GP • 25 days' holiday - increasing to 27 after five years

Number of training contracts 30


Degrees sought both law and non-law


Location Auckland, Austin, Bangkok, Basking Ridge, Belfast, Bermuda, Birmingham, Bogotá, Brisbane, Bristol, Brussels, Buenos Aires, Cambridge, Chelmsford, Chicago, Copenhagen, Delaware, Dubai, Dublin, Edinburgh, Glasgow, Hamilton, Hong Kong, Houston, Israel, Kerala, Leeds, Lima, Lisbon, London, Madrid, Manchester, Melbourne, Mexico City, Miami, Mumbai, Moscow, Muscat, New Delhi, New York, Newcastle, Oman, Paris, Perth, Philadelphia, San Francisco, Santiago, São Paulo, Sheffield, Singapore, Sydney, Taunton, Tel-Aviv, Wilmington.

Contact

25 Fenchurch Avenue, London EC3M 5AD
0207 667 9667

 hr.admin@kennedyslaw.com

 Kennedys Early Careers

 @Kennedyslaw

 @Kennedys

Apply

Online at
www.kennedyslaw.com

Closing date:
31 December 2023 (for training contract and SQE applications)

Kennedys is a top 30 global legal firm with unrivalled expertise in litigation and dispute resolution, particularly in the insurance/reinsurance and liability industries. With over 2,500 people worldwide across 44 offices in the UK and Europe, Middle East, Asia Pacific and Latin America, we have some of the most respected legal minds in their fields.

We are a fresh-thinking firm, and are not afraid to bring new ideas to the table beyond the traditional realm of legal services. We combine talent, innovation, specialist technology and commercial perspectives to create the best outcomes for every one of our clients.

Main areas of work

Our growing network of offices delivers straightforward legal solutions. Our specialist lawyers are passionate about resolving disputes and claims in the most complex industry sectors including insurance/reinsurance, healthcare, construction, transport, maritime and international trade, rail and aviation.

Trainee profile

The firm is looking for graduates who are articulate, self aware and resourceful. Kennedys' trainees experience early responsibility and client contact, therefore it is essential to have a mature and confident approach. Our atmosphere is friendly and supportive and our relationships are built on trust, which means we are also looking for sociable, enthusiastic team players. We welcome applications from law and non-law students, graduates and candidates with previous work experience who are looking for a career change.

Training environment

We offer a vibrant and supportive working environment, where our trainees are equipped with the skills to understand the legal world. The firm's ability to consistently offer the majority of its trainees positions on qualification is attributable to producing newly qualified lawyers who are competent, confident and commercially driven. Each trainee has a dedicated supervisor to offer support when needed. The open plan offices allow trainees to work with a variety of experienced partners and solicitors every day. We realise how important it is for our trainees to develop an understanding of our clients from an early stage, and the significance of building long lasting client relationships. Trainees often attend court, trials and mediations, and are regularly invited to client meetings and events.

SQE training programme

Kennedys SQE Programme is an innovative training programme for graduates. The programme will prepare Trainees for the Solicitors Qualifying Exam (SQE), that came into effect from Autumn 2021.

Our SQE training programme takes the form of a Graduate Solicitor Apprenticeship and allows you to start working and earning at Kennedys immediately after university, while gaining qualifying legal work experience in one of our teams before sitting the SQE1 and SQE2 exams to qualify as a solicitor.

The two year six-month training programme will involve working at Kennedys four days a week and having one day off a week to study at BBP. In addition to a dedicated supervisor at Kennedys, you will have a tutor and skills coach at BBP, to ensure that you have all the support you need at work and with your studies.

"In my experience, Kennedys recruits very down-to-earth and friendly people. Kennedys win cases and clients by being friendly, straight-talking and trustworthy and they do so by having a culture which cultivates such qualities."

LATHAM & WATKINS

Search targetjobs employer hub



Areas of practice banking, benefits & compensation, capital markets, commercial, corporate, dispute resolution, energy, transport & infrastructure, European & competition, finance, insolvency, intellectual property, IT & communications, life sciences, media, private equity, real estate, regulatory, tax, pro bono

Trainee starting salary £50,000

Benefits bonus scheme (once qualified), gym membership/subsidy, life assurance, pension scheme with company contributions, private healthcare, season ticket loan, subsidised restaurant, PGDL/SQE sponsorship, maintenance grant

Number of training contracts 32

Vacation placements 60

Degrees sought

both law and non-law

Location Austin, Beijing, Boston, Brussels, Century City, Chicago, Dubai, Düsseldorf, Frankfurt, Hamburg, Hong Kong, Houston, London, Los Angeles, Madrid, Milan, Munich, New York, Orange County, Paris, San Diego, San Francisco, Shanghai, Silicon Valley, Singapore, Seoul, Tokyo, Washington DC

Contact

Graduate Recruitment Team
0207 710 1000

✉ recruiting.graduate.lo@lw.com

f lathamwatkins

🐦 @lathamwatkins

Apply

Online at www.lw.com

Closing date (training contracts) July 2024

Closing date (vacation placements) December 2023

Background and reputation

Latham & Watkins has more than 3,000 lawyers in offices across Europe, the US, the Middle East and Asia. Our non-hierarchical, collegiate management style, and entrepreneurial and ambitious culture make Latham a unique place to work. Over 60% of the firm's significant transactions involve four or more offices and the collaborative atmosphere is strengthened by the firm's diversity.

Our award-winning London office is home to nearly 500 lawyers and is recognised for its work advising some of the world's leading corporates, financial institutions, and private equity firms on market-shaping transactions, disputes, and regulatory matters.

Clients describe the firm's lawyers as smart, commercial, and pragmatic. Latham's teams use their considerable experience, creativity, and drive to get deals across the line and find resolutions to clients' most complex legal issues.

Practice areas

Our leading finance practice in London has earned an exceptional reputation in the market regularly advising clients on all types of leveraged, acquisition and project finance work.

We also have unrivalled experience in M&A, debt and equity financing, high yield, restructurings, recapitalisations, divestitures, data privacy and cyber security, outsourcing, regulatory, and fintech.

Our highly regarded London disputes practice boasts renowned litigators who focus on complex cross-border disputes, international and domestic litigation, civil fraud, banking litigation, international arbitration, public international law, export controls, as well as sanctions and crisis management.

Pro bono is a cornerstone of Latham's culture. Since 2000, Latham has provided over 4 million pro bono hours in free legal services to underserved individuals and families and the non-profit sector.

The training contract

We look for outstanding people who have the potential to become exceptional lawyers. Initiative, enthusiasm, ambition, intellectual rigour, and teamwork are some of the traits particularly valued at Latham.

Trainees who demonstrate their motivation and ability to excel will thrive in a first-class training environment and be rewarded with a brilliant career.

Latham offers a training contract with real responsibility combined with support from lawyers who are true leaders in their field. In addition to our sophisticated training programme, trainees also benefit from a core 3 week 'trainee foundation' designed to bridge the gap between law schools and practice.

You will also have the opportunity to apply for a client or international secondment in either your third or fourth seat.

The firm recruits trainees with a view to retaining them.



MACFARLANES

Search targetjobs employer hub



Areas of practice • commercial, brands, IP and IT • competition/antitrust • construction • corporate and M&A • derivatives and trading • employment • finance • financial services and products • lawtech • litigation and dispute resolution • pensions • private client • private equity • private funds • real estate • restructuring and insolvency • reward • tax

Trainee starting salary • £50,000

Benefits Flexible benefit package including: bonus scheme, gym membership/subsidy, life assurance, pension scheme with company contributions, private healthcare, season ticket loan, subsidised restaurant and coffee shop, dental insurance, health screening, access to an Employee Assistance Programme (EAP) called "Be Supported" via our private healthcare provider

Number of training contracts 33

Vacation placements

Approximately 65 places across one spring and two summer schemes.

Degrees sought

Both law and non-law

Location London

Contact

Catherine Morgan-Guest
Senior manager, early legal careers

020 7831 9222

earlylegalcareers@macfarlanes.com

Apply

Online at macfarlanes.com

Vacation schemes

closing date: 05/01/2024

First year insight scheme

closing date: 26/01/2024

Training programme

closing date: 19/07/2024

Macfarlanes is a distinctive London-based law firm with a unique combination of services built and shaped around the needs of our clients. Our unrivalled blend of expertise, agility and culture means we have the flexibility to meet their most challenging demands and adapt to the changing world around us. While many of our practice areas can be found at other firms, the mix cannot.

As a trainee you could be working on major corporate transactions or commercial litigation, and then working for private clients on their most sensitive affairs.

We recruit people to build careers for the long term. We know each other personally which means we work together with more cohesion, and less formality. Our culture is thoughtful, challenging and supportive, and we are a place where everyone, at whatever level, can thrive.

Who are we looking for?

At Macfarlanes, we don't have any preconceptions about who you are or where you're from. In fact, we were one of the first law firms to introduce application-blind assessments. We want people with determination and drive. However, we aren't looking for any particular educational background. For us, it's your potential that really counts. We'll always value you for who you are, for the skills you can add to our team and for all the qualities that make you, you.

Training and development

We recruit 33 trainees annually and your training with us begins on the tailored SQE preparation course which you will complete with your cohort of Macfarlanes future trainees before you start your two-year training programme.

We pride ourselves on providing a learning experience that is genuinely distinctive. What defines that experience? Above all, we have an enduring commitment to the development of trainees because they are intrinsic to what we do and the future of our firm. It means your training programme at Macfarlanes will combine hands-on experience with a first-class education programme.

As a trainee you will complete four six-month seats. Our seat rotation is designed with trainees in mind – we want to give you enough flexibility to shape your training programme and undertake seats that interest you. Support and guidance are, of course, vital and you will find your supervisor a valuable source of information and inspiration.





Search targetjobs employer hub



Areas of practice banking, capital markets, commercial, construction, corporate, dispute resolution, employment & pensions, energy, transport & infrastructure, environmental, European & competition, finance, insolvency, intellectual property, IT & communications, life sciences, media, private client, private equity, real estate, regulatory, tax

Trainee starting salary £45,000–£51,500 depending on location.

Benefits bonus scheme, life assurance, pension scheme with company contributions, private healthcare, season ticket loan

Number of training contracts 30

Vacation placements 80

Degrees sought

both law and non-law
(previously 55% law, 45% non-law)

Location Amsterdam, Barcelona, Berlin, Bristol, Brussels, Busto Arsizio, Cologne, Hamburg, London, Madrid, Milan, Munich, New York, Padua, Paris, Rome, San Francisco, Silicon Valley, Stockholm, Reading, Warsaw, Zaragoza

Contact

One London Wall,
London EC2Y 5EB

📧 @osborneclarkeuk

📱 osborneclarketrainee

About us

Osborne Clarke is an award-winning multinational legal practice. We've grown rapidly, with 26 offices around the world and our influence and impact can now be applied almost anywhere. The core sectors we work in all thrive on innovation; digital business, energy, financial services, life sciences, real estate, recruitment and transport. Our sector teams include lawyers from all legal disciplines, effortlessly blending expertise, insight and enthusiasm. Crucially, we think sector-first, organising ourselves around the current affairs and future challenges of the industries we serve, rather than traditional legal practice areas. It helps keep us one step ahead.

Of course, like any private practice, legal expertise is at the heart of everything we do. But what makes us distinctive? For a start, you can expect to get involved in truly fascinating work. The variety of our deals and the diversity of our clients provide an exciting and immersive commercial framework. This is a firm where fresh ideas (and the confidence and conviction to see them through) are highly prized, and we're never afraid to take a view. It is also a firm with a coherent commercial vision, with a clear direction, supported by a compelling sense of purpose and identity.

Our high profile clients expect us to be brilliant, whether we are corporate, commercial or litigation lawyers, so we put a lot of effort into helping our people be the best they can throughout their careers – not just at the start of it. With class-leading training and development programmes, and a unique climate of learning and discovery for everyone, we place value on individuals and respect their needs, motivations and choices. Our workplaces are designed to promote collaboration, featuring open plan structures that make it easy to get involved. You'll also find flexible and imaginative approaches to everyone's work/life needs, with a connected infrastructure that is adaptive and tailored to bringing out the best in people.

Finally, there's our culture. When we asked our recent recruits what attracted them to us, they used words like 'friendly', 'inclusive', 'open' and 'fun'. To our clients we are 'approachable', 'proactive', 'understanding' and 'formidable'. This is a firm where integrity and fairness keep us together. We naturally build a strong rapport and enduring connections with everyone we engage with. Our focussed strategy and positive working environment have been rewarded by many prestigious awards for career progression, management and culture.

Our training programme

We group all of our trainee training and development into one coherent programme, which can be tailored to your individual needs. You'll receive on the job training, dedicated technical workshops, all the IT and compliance training you need, and personal development workshops. Your tailored training programme will bring out your potential and allow you to achieve your career aspirations, as well as meeting the needs of Osborne Clarke and the SRA. Throughout your training contract we want you to experience the broad range of work available at Osborne Clarke. As a trainee, you'll complete four seats: corporate or banking, real estate or tax, litigation, and one other. In each seat, a senior lawyer will supervise your day-to-day progress and give you regular feedback, so you know how you're doing. They're there to help you up your game. Every three months, you'll have a formal progress review to help you track your development. Our trainees get lots of responsibility, and they find that it's what differentiates their training contract from others.

About you

We're looking for candidates who can; communicate effectively, think commercially and practically, solve problems creatively, build effective relationships and demonstrate initiative. Foreign language skills are also an advantage. Strong academic achievement is essential and candidates should have achieved, or expected to achieve, at least a 2.1 degree in any discipline with grades A-B at A Level or equivalent. We have a track record of recruiting candidates seeking a career change.

Our vacation scheme

Our vacation scheme placements run for two weeks over the summer and offer a great opportunity for you to get to know us, and for us to get to know you. The placement follows a structured programme where you'll spend time in two different departments to get a feel for the work that we do. Working alongside a trainee in the team, you'll get involved in real client work to give you a taste of what our lawyers do from day-to-day. You will also have a senior lawyer on hand to answer any tricky questions and give you feedback throughout your placement. Beyond work there are plenty of social and networking events so that you really get a feel for life as a trainee at Osborne Clarke. If you enjoy your placement, and we think that you've done well, you'll be invited to a training contract interview on your last day.

Apply

Online at
join.osborneclarke.com

Closing date (training contracts)
15/01/24

Closing date (vacation placements) 15/01/24



Search targetjobs employer hub

Areas of practice • banking and financial services • construction • food and drink • insurance • life sciences • manufacturing • industrial and mining • media • private wealth and family offices • professional practices • retail • sports and entertainment • technology and telecommunications • advertising and marketing • banking and lending • commercial contracts • corporate • data and cyber • dispute resolution • employment • engagement and equality • intellectual property • outsourcing • real estate and construction • regulatory • restructuring and insolvency tax

Trainee starting salary £44,000, £48,000 in year 2 (London) £38,000, £40,000 in year 2 (Bristol)

Benefits gym membership/ subsidy, life assurance, pension scheme with company contributions, private healthcare, season ticket loan, subsidised restaurant

Number of training contracts
15 (London) 4 (Bristol)

Vacation placements 24

Degrees sought
both law and non-law
(previously 50% law, 50% non-law)

Location London, Bristol, Hong Kong and Singapore

Contact
Early Talent Team
020 3060 6000

 strikinglyreal@rpc.co.uk

Apply

Online at www.rpc.co.uk/strikinglyreal

Closing date (training contracts)
24/06/2024 (London),
25/03/2024 (Bristol)

Closing date (vacation placements) 15/01/2024

The Firm

At RPC, you can be you. In an environment that's real. Strikingly real.

If you value character over conformity, the unique over the uniform, and ambition over apathy, let's talk.

RPC is here to help you achieve your ambitions.

For us, success comes from building real-life relationships. Real-life relationships with our clients as much as our people. And it comes from thinking creatively to achieve the best commercial solutions. We thrive in an environment that's collaborative, forward-thinking and where you're free to express your personality. An environment that allows you to make the most of your strengths. This is our commitment to you.

Our lawyers are market leaders. Our clients are often household names. And together we achieve award-winning results. Results that have seen RPC regularly voted amongst the best for commercial advice.

Our business is built on mutual respect and trust. That's where you come in. From day one, you'll collaborate with our Partners; you'll have contact with clients; and you'll be given real responsibility. As a Trainee, you could be assisting with large-scale global disputes, or offering business-critical commercial advice.

Our award-winning Summer Schemes are as much about you experiencing life with us, as us experiencing working with you. Over two weeks you'll get real exposure to real work in a real-life environment. Fully integrated into our teams, you'll get to know the people from the get-go. If you're just after a snapshot of life in our law firm, we also offer Insight Days where you can network and experience our culture first hand.

We also offer alternative routes into law. No matter what stage you are in your life, our apprenticeship scheme will help build the foundations of your career with the training and support you'll need to excel. Our next apprenticeship intake will begin in September 2025.

So, if you're a creative thinker who wants a career in a firm that values personality as much as professionalism, we want to hear from you.

The Training

As a Trainee, we believe you'll deliver your best if you're free to be you. And that means being able to ask questions openly, being supported to develop your strengths, and having the right opportunities to grow. Our physical offices are non-hierarchical and open plan which means you'll be sitting close to our Partners and Associates. What's more, our dynamic working principles empower everyone at RPC to shape how they split their time working in and out of the office; balancing their own preferences, supporting each other and delivering exceptional client service. Whether you're handling complex insurance claims, resolving large-scale global disputes, or providing commercial advice and transactional support, your opinions will be listened to and respected.

We believe personal growth comes from being challenged. You'll be given real responsibility throughout your training, but you'll never be left to fend for yourself. Our training is award-winning. You'll have a Supervising Partner and Associate to help you day to day, a mentor to show you the ropes, and a dedicated Trainee development team to support you.

We also believe you'll grow if you're free to explore. At least six months will be spent in four different areas of our practice, so you can discover where you fit in the best. You may have an opportunity to be seconded to one of our clients as an in-house lawyer. This will give you the chance to form genuine relationships with the people behind the cases. You'll use your personality to become more commercially aware and legally proficient.

In addition, as an RPC Trainee you may get an opportunity to spend six months of your contract seconded to our Hong Kong, London or Singapore offices depending on where you're based.

STEPHENSON HARWOOD

Search targetjobs employer hub

Areas of practice banking, commercial, construction, corporate, dispute resolution, employment & pensions, energy, transport & infrastructure, environmental, European & competition, finance, healthcare, insolvency, insurance & reinsurance, intellectual property, IT & communications, media, oil & gas, private client, private equity, real estate, regulatory, shipping, sport, tax, pro bono

Trainee starting salary £48,500

Benefits gym membership/subsidy, life assurance, pension scheme with company contributions, private healthcare, season ticket loan, subsidised restaurant, critical illness cover, dental insurance, retail vouchers, 25 days' paid holiday

Number of training contracts 25

Vacation placements 50

Degrees sought

both law and non-law
(previously 50% law, 50% non-law)


Location London


Contact

020 7809 2812

1 Finsbury Circus
London

EC2M 7SH

 @shfuturetalent

 @shfuturetalent

Apply

Online at www.shlegal.com/futuretalent

Closing date (training contracts) 31/7/24
Closing date (placement schemes)
winter - 23/10/23
spring - 23/1/24
summer - 23/2/24

About us

Stephenson Harwood is a law firm of over 1,200 people worldwide, including more than 190 partners. Our people are committed to achieving the goals of our clients – listed and private companies, institutions and individuals. We assemble teams of bright thinkers to match our clients' needs and give the right advice from the right person at the right time. Dedicating the highest calibre of legal talent to overcome the most complex issues, we deliver pragmatic, expert advice that is set squarely in the real world. Our headquarters are in London, with eight offices across Asia, Europe and the Middle East. In addition we have forged close ties with other high quality law firms. This diverse mix of expertise and culture results in a combination of deep local insight and the capability to provide a seamless international service.

Trainee profile

Firstly we look for a quick intellect. As well as at least a 2:1 in any subject area plus 320 UCAS points or equivalent, you'll need strong analytical skills, sound judgment, imagination and meticulous attention to detail. Communication skills are also vital. You need to be persuasive and build rapport, have plenty of drive and determination, plus a keen interest in business.

Training environment

We take on just 25 trainees per year. Join us and not only will you be a valued member of our diverse, global team, you'll also have a real opportunity to make your mark on the future of our firm. There's a lot to look forward to as a trainee at Stephenson Harwood: top quality global work across a range of sectors, an environment that balances cutting edge work with a respectful, friendly culture, and the chance to prove yourself on an international secondment. We work in small teams, so every person is critical – that's why we'll expect you to work to the best of your ability every day.

Our training is not only structured and practical but highly personalised, so you'll have everything you need to develop along a career path that's absolutely right for you. Following a week's intensive induction and a comprehensive post induction programme you'll complete four seats – each six months long – across different practice areas. We ask for your preferred choices so we can accommodate them wherever possible.

Whatever the practice, you can expect extensive exposure to our clients and stimulating, cutting edge projects. You could find yourself working on anything from a high-profile £multi-million financial litigation case to a ground breaking M&A deal. You could even spend time on secondment at a client's office, absorbing a totally different business culture first-hand. We also encourage our trainees to apply to gain international experience in our Hong Kong, Singapore, Seoul, Dubai or Paris offices.

Benefits

Expect a competitive salary from day one, a flexible package of benefits that you can tailor to your specific needs, and much more.

We want you to feel valued so we'll offer you a trainee solicitor salary of £48,500 in year one and £53,500 in year two. Our current NQ salary is £95,000. We offer a range of flexible benefits including: child care vouchers, critical illness cover, dental health scheme, give as you earn (GAYE), online gym membership, 25 days' paid holiday a year, private health insurance and screening, life assurance, pension, private GP services, retail vouchers, subsidised cafe, therapy sessions with a qualified therapist, and a travel to work loan.

Placement schemes

Places for 2023/2024: 50 places. Duration: 1 week winter, 2 weeks spring and summer. Remuneration: £420 per week. Closing date: **23 October 2023** for winter; **23 January 2024** for spring and **23 February 2024** for summer.

Open days

X2 virtual open days in November and December 2023.
X2 in house open days in January and March 2024.

Sponsorship & awards

Fees paid for GDL and SQE at BPP law school London and maintenance awards of up to £12,000 (if still studying).

Blackstone

CHAMBERS

Search [targetjobs](#) [employer hub](#)

Areas of practice • arbitration • banking & finance • chancery • commercial • data protection • education • employment & pensions • energy • European & competition • fraud • human rights • immigration • information technology • insolvency • insurance • intellectual property • media & entertainment • off shore • planning & environmental • professional discipline • professional negligence • public & administrative • public International law • public procurement • sanctions • sport • tax • telecoms

Award We currently offer a pupillage award of £75,000 for pupillage commencing in 2024. Pupils may apply to draw down up to £22,500 during their BPC year.

Number of pupillages 4

Pupils taken on as tenants in the past three years 11

Mini-pupillages Not a set number

Degrees sought

both law and non-law

Main location Temple, London

Contact

Graduate Recruitment & Pupillage Manager
Carla Rodriguez
pupillage@blackstonechambers.com

Pupillage,
Blackstone Chambers,
Blackstone House,
Temple, London, EC4Y 9BW
020 7583 1770

Established for well over 60 years, Blackstone Chambers' origins are firmly rooted in commercial law. Our standing has grown over the years as Chambers has become instrumental in the development of human rights and public law. We have maintained our leading position in public international law, while developing our thriving practices in employment and EU and competition law. The nature of our practice has evolved and become increasingly multi-jurisdictional, designed to meet the needs of the legal market in the 21st century.

Blackstone Chambers receives high ratings with both of the two principal legal directories, Chambers UK and Legal 500. Currently listed in 19 practice areas in the Chambers Directory, Blackstone Chambers is a leading civil law set, regarded as one of the 'magic circle' sets in London.

Blackstone Chambers' reputation is founded upon the quality of our specialist advocacy and advice. We focus on developing our home grown talent and we place great emphasis on junior tenants acquiring as much advocacy experience as possible in their initial years of practice. We reinforce this with a heavy investment in advocacy training in-house, and provide for a planned structure for the career development of each new tenant.

We also invest strongly in our pupillage programme, and we are proud of our reputation for providing a legal training which is second to none. Blackstone Chambers offers up to four 12 month pupillages. Pupils have four supervisors during pupillage to ensure that each pupil gets a solid grounding in the core areas of Chambers' work – commercial, employment, public law and EU. As pupils are exposed to such a wide range of legal areas, the 12 month pupillage is non-practising, which means that pupils do not do any of their own work during pupillage. Pupils are provided with comprehensive advocacy training throughout pupillage to ensure advocacy experience, and we also encourage pupils to take on pro bono cases with the FRU and other charities. Overall, we believe our pupils complete the year with extremely robust legal and practical skills.



Apply

Through Pupillage Gateway only

"We're working with people at the cutting edge of practice so almost every case you're on feels important and influential."

Chambers Student Guide 2023



Fountain Court

Search [targetjobs](#) employer hub 

Areas of practice • Administrative & Public Law • Art & Valuable Items • Aviation & Travel • Banking & Finance • Civil Fraud • Commercial Crime • Commercial Disputes • Company, Restructuring & Insolvency • Competition • Construction, Energy & Infrastructure • Employment • Financial Services • Insurance • International Arbitration • Media, Entertainment & Sport • Offshore • Privilege, Confidentiality & Conflicts of Interest • Procurement • Product Liability • Professional Discipline • Professional Negligence • Tax • Technology

Location • London

Total number of barristers

• juniors 60 • silks 43

Head of Chambers

Richard Handyside KC

Pupillage/Mini-pupillage contact

Alice Martin

Pupillage@fountaincourt.co.uk

+44 (0)20 7583 3335

Fountain Court, Temple, London, EC4Y 9DH

10 Collyer Quay, Ocean Financial Centre, #40-38, Singapore 049315



@FC_Chambers



@fountain-court-chambers

About Fountain Court

Fountain Court Chambers is a leading set with a friendly, progressive and modern outlook. Members of Chambers are recognised as leaders in the fields of commercial and regulatory disputes acting for clients both in the UK and overseas. As part of the 'magic circle', and with offices in London and Singapore, Fountain Court has 43 silks and 60 juniors specialising in a range of practice areas.

Chambers & Partners describe members at Fountain Court as "a really superb bunch of barristers", whilst *The Legal 500* comments that the set has "done a huge amount in recent years to promote and recruit women [which has made it] one of the most gender-diverse sets at the commercial bar."

Why Fountain Court?

• Exposure to the most stimulating work

Pupils gain experience and work with members across all levels of seniority. Recent new tenants have even worked on Supreme Court cases with their supervisors.

• Working with the brightest advocates

Pupillage at Fountain Court is an opportunity to work with some of the brightest and most successful advocates in London.

• Pupils are not in competition with one another

We evaluate each pupil individually based on their own merit and all pupils who meet the relevant standard will be offered tenancy.

• An inclusive and supportive culture

We have a friendly, progressive and modern outlook. We want the best people to join us, regardless of background, race, gender or sexual orientation.

• First rate staffing support

As a leading set, we believe in providing the best service and our leading clerks and administrative team match the quality of our barristers.

Application Details

We require you to complete a mini pupillage before applying for a pupillage and you should think about making an application the year before you intend to apply for pupillage. Applications for a mini pupillage should be made using the form available on the Fountain Court website. Applications for pupillage should be made through the Pupillage Gateway, a central clearing house for pupillage applications which opens in early January each year. Full application details can be found on our website: www.fountaincourt.co.uk.

Pupillage at Fountain Court

- Up to four pupillage places
- 12 months of training from the best at the Bar
- Four seats of three months' duration
- First two months unassessed to allow time to settle in
- First and last three months are spent with the same supervisor
- All work undertaken is live case work
- Pupils are not in competition with each other

Apply

Online at www.fountaincourt.co.uk

Closing date

27 October 2023 –
for mini-pupillages in the
Christmas period.

29 March 2024 –

for mini-pupillages in the Summer
period (normally June or July).



Search [targetjobs](#) employer hub

Areas of practice • arbitration • banking & finance • commercial • common law • construction • employment & pensions • European & competition • information • insurance & reinsurance • personal injury & clinical negligence • planning & environmental • professional negligence • property • public & administrative

Award Two funded (£75,000 guaranteed award), 12 month pupillages

Number of pupillages Up to two

Pupils taken on as tenants in the past three years 6

Mini-pupillages See website

Degrees sought
both law and non-law

Main location London

Contact
Henderson Chambers,
2 Harcourt Buildings, Temple,
London, EC4Y 9DB
T: 020 7583 9020

Type of work undertaken

Henderson Chambers is a long-established, leading commercial/ common law set. It has acknowledged expertise in all of its principal areas of practice, and pupils and members are frequently involved in high-profile commercial and common law litigation.

Much of our work has an international dimension to it and over the last decade, Chambers has been involved in many of the major commercial and landmark International Group Actions. We are ranked in the top tier by both Chambers and Partners and Legal 500 and are the holders of awards in many of our practice areas.

Our Junior Tenants operate in an extraordinarily diverse array of areas of practice. They switch between running their own cases and from being team players, being led by silks, in massive pieces of litigation. They are expected to develop and market their own careers from the outset.

Pupils undertake four seats with four top barristers and have the opportunity to see international commercial litigation in action. The second six is defined by real advocacy as pupils get to their feet in court and undertake a month's external secondment at an international legal practice in order to experience practice in another jurisdiction, at first hand.

Chambers offers up to two funded 12-month pupillages a year. Pupils receive a minimum remuneration of £75,000. This consists of a guaranteed award of £75,000, plus any additional earnings during the second six months.

"Henderson Chambers offers a commercially-minded common law Pupillage that presses the fast forward button on court experience and turns out down-to-earth advocates with broad experience. Highly recommended."
Chambers Student Guide.



Pupillage by numbers @HendersonPupils

- 2 Pupillages
- 12 months of civil commercial training in "a first rate set"
- 6 months of real advocacy
- 4 weeks at a Caribbean law firm
- 75,000 pounds minimum remuneration

hendersonpupillage.co.uk

 @HendersonPupils

"Henderson should draw your eye for its fascinating group action work and rigorous assessment and training of pupils. It certainly gets top marks from us."
Chambers Student Guide

Apply

Online at through
Pupillage Gateway

11KBW

Search targetjobs employer hub

Areas of practice • arbitration
• commercial • employment & pensions • European & competition
• human rights • information • public & administrative • public procurement • media • public international law

Award 12 months, £75,000

Number of pupillages 2–3

Assistance offered during Bar course £20,000 available to draw down during year prior to pupillage


Pupils taken on as tenants in the past three years 7


Mini-pupillages See website

Degrees sought
both law and non-law

Main location London

Contact
11 King's Bench Walk
London EC4Y 7EQ
T: 020 632 8500

 @11KBW

 @11KBW

We are a specialist civil law set providing high quality advice and advocacy to a wide range of private and public sector clients, both claimants and defendants.

Types of work undertaken

Pupils can expect to gain a range of experience across the following areas: public law and human rights; employment and discrimination law; commercial law; retained EU law; data protection; information law, media & data privacy, public procurement, partnership, professional discipline and regulatory law and sports law.

Pupillage

The great majority of tenants are recruited from those who have done a 12-month pupillage here. We offer pupillages only to those who we believe have the potential to become tenants and our policy is to offer tenancy to all pupils who meet the required standard during their pupillage. We place a high premium on outstanding intellectual ability, but we are also looking for strong advocacy skills, determination and practical common sense that will lead to a successful practice.

11KBW is a member of the Pupillage Gateway. Applications for pupillage commencing October 2025 should be made in the new Pupillage Gateway Spring round in 2024 (although we accept deferred applications). Chambers has a four-stage process for pupillage applications (subject to reasonable adjustments):

- (i) All applications for pupillage are reviewed by the Pupillage and Tenancy Committee. Applicants will be expected to have a first or good upper-second class degree (in any academic field), subject to mitigating circumstances;
- (ii) Selected candidates are invited to complete a piece of assessed written work, intended to be completed in the second half of March 2024. This piece of work may be completed remotely, unless the circumstances of the applicant are such that completing the application in Chambers is preferable;
- (iii) Following the assessed written work, selected candidates are invited into Chambers for an oral assessment and mini-pupillage day. It is envisaged that this will take place in mid-April 2024;
- (iv) Selected candidates from the third stage will be invited for a final round interview in the first week of May 2024.

Offers to successful candidates will be made through the Gateway in May 2024.

Awards

We offer a Pupillage Award of £75,000 (up to £20,000 of the pupillage award may be paid to prospective pupils as an advance in their BPTC year).

Apply

Online at through
Pupillage Gateway
See website for correct timings
www.11kbw.com/join-us/pupillage/how-to-apply/



Search targetjobs employer hub



Areas of practice • clinical negligence • commercial • construction and engineering • crime • direct access • education • employment and discrimination • family • intellectual property • mediation • personal injury • property and estates • public and regulatory

Award 12 months, total of £40,000 made up of grant and guaranteed earnings

Number of pupillages Up to six

Pupils taken on as tenants in the past three years 12

Mini-pupillages See website

Degrees sought
both law and non-law

Main location London

Contact
3 Paper Buildings
Temple, London
EC4Y 7EU
T: 020 7583 8055

Apply

Online at through
Pupillage Gateway

Type of work undertaken

Chambers has 13 practice groups: Clinical Negligence, Commercial, Construction and Engineering, Crime, Direct Access, Education, Employment and Discrimination, Family, Mediation, Personal Injury, Property and Estates, Public and Regulatory and Intellectual Property.

In addition, we have members who specialise in Company Law, Court of Protection, Financial Services, Insolvency, Judicial Review and other aspects of Public Law, Landlord & Tenant, Sports Law, Partnership, Planning and Probate.

Application details

The qualities of a pupil: The qualities we look for in our pupils are intellectual excellence; clarity of expression; a capacity for legal reasoning and rational argument; and potential as an advocate. We also look for personal qualities such as sensitivity and a capacity to relate well to others; sound judgment; application and motivation; and an inquiring and independent mind.

The pattern of pupillage

Pupillages are for 12 months, with at least three "seats" with different pupil supervisors. We aim to take the best six applicants each year across Chambers. Pupils are asked to indicate their preferences for location. All pupils will visit and spend time at all our centres. In their second six, pupils will have a variety of court work. Our successful candidates are treated as part of Chambers in the year between recruitment and commencing pupillage and are invited to selected events. We tend to offer four general or common law pupillages and two specialist pupillages in a particular area of law.

Finance

Our current pupillage funding is £40,000. £20,000 of the award will be paid in stages with £20,000 by way of guaranteed earnings (as distinct from receipts). We expect all our pupils' earnings to exceed their guarantee during their second six – there is usually too much work rather than too little. Chambers will honour its 'top-up' obligations in the event of a short-fall in receipts during the second six.

Tenancies

We prefer to recruit tenants from our own pupils and we recruit an average of four junior tenants each year. Between 2022 and 2023, we took on 7 of our pupils as tenants. Each pupil has a reasonable prospect of becoming a tenant. Our pupils are assessed and given feedback to enable them to improve their prospects of tenancy.

Mini-pupillages and student visits

Applications for mini-pupillage should be made to applications@3pb.co.uk. Please submit a completed application form available from our website. Chambers does not formally assess its mini-pupils nor is mini-pupillage a requirement before applying for pupillage.

Applications for 2023/2024

We operate through the Pupillage Gateway application system, www.pupillagegateway.com. All applications will be acknowledged on receipt. We regret that because of the number of applications we are likely to receive it will not be possible to interview all those who apply. Those called for interview will be notified and interviews will take place in early spring 2023.

BIRMINGHAM:	The Colmore Building, 20 Colmore Circus, Queensway, Birmingham, B4 6AT T: 0121 289 4333
BOURNEMOUTH:	30 Christchurch Road, Bournemouth, BH1 3PD T: 01202 292102
BRISTOL:	Royal Talbot House, 2 Victoria Street, Bristol, BS1 6BN T: 0117 928 1520
OXFORD:	23 Beaumont Street, Oxford, OX1 2NP T: 01865 793736
WINCHESTER:	4 St Peter Street, Winchester, SO23 8BW T: 01962 868884



Ashurst

Create your story at Ashurst

At Ashurst our people are our greatest asset.

We invite you to explore the stories of our people, history and culture at all levels of the firm, both past and present and hope that in doing so, you will reflect on creating your own story at Ashurst.

Scan the QR code to visit our careers page



Begin your story now at ashurst.com/careers

Outpacing change

YOUR LEGAL CAREER STARTS HERE

Get your career off to the right start with
one of our postgraduate law courses



THERE IS A
BRILLIANT
CAREERS SERVICE
THAT OFFERS AN
EXTENSIVE RANGE
OF SUPPORT



SOPHIE TOURA
STUDYING LAW



FIND OUT MORE
law.ac.uk/postgrad

LAW AND SO
MUCH
MORE