

PUPILLAGE RECRUITMENT CRITERIA

Chambers complies with the four principles of fair recruitment: reliability, validity, objectivity and transparency. The following objective and fair criteria are applied in the selection of pupils, with selectors being required to complete a standard form, recording the marks given to each applicant in respect of each criteria to ensure a consistent and thorough approach:

1. Intellectual Ability

We will have regard to your academic record as a whole and your potential. We usually look for a 2:1 university degree, but will consider candidates who do not meet this threshold if there are mitigating circumstances and/or other evidence of intellectual ability which overrides this. Consideration will also be given to your clarity of expression in writing in your application. If your qualifications were not gained in the UK, we will consider them on an equivalent basis. Please let us know any information you believe to be relevant in relation to the above.

2. Advocacy

We will look for evidence that a candidate is articulate, responsive and has an ability to inspire confidence in others. Mooting and debating experience will be considered, but is not essential.

3. Analytical ability

Your ability to distil, retain and convey information when analysing the factual and legal issues in a problem will be tested. We will look for evidence that you can think under pressure, identify the crux of an issue and offer a persuasive solution.

4. Interpersonal skills and temperament

We will look for evidence of emotional intelligence, empathy, integrity, objectivity, confidence, common sense and an ability to stay calm and focused under pressure.

5. Initiative

Evidence of motivation, industry and resourcefulness will be considered. This may include placements, holiday jobs, vocational experience, mini-pupillages, mooting, debating and other life experiences. Please tell us about anything you

feel demonstrates a high level of drive and determination. We will also consider your interest in and commitment to the Bar.

6. Ability to build a successful practice in Chambers

This will include your interest in Chambers and its specialist areas of practice, your ability to contribute to Chambers and your aptitude for marketing and client care.