

Radcliffe Chambers

Pupillage





We are focused on sustainable success and recruiting the best talent is an essential part of that. Our pupils are extremely important to us. During the past five years, we have taken on every single one of our pupils as a tenant.”

**Fiona Fitzgerald,
Chief Executive**



Why Radcliffe Chambers?

Pupillage is important to us. We see the success of our pupils as essential to chambers’ future success. We only offer as many pupillages as we have vacancies for tenancy, and we only recruit pupils who we believe have the potential to become successful members of Radcliffe Chambers.

We are known for being a welcoming set, and aim to provide challenging and rewarding pupillages, in an inclusive and supportive environment. We have grown significantly over the past few years and we are committed to ensuring that all our members share in our success.

We work with leading law firms on complex business, property and private wealth disputes. Our members are

recognised as leaders across a wide range of commercial and chancery disciplines, including banking and financial services, commercial contracts, pensions, real estate, restructuring and insolvency, and the full spectrum of private client work.

We have won and been nominated for numerous awards, and being shortlisted as one of the best barristers’ sets for training in the 2018 and 2019 Legal Cheek Awards is one of our most important achievements. We are proud of our pupillage and will work hard to make sure it offers you the best possible start to your career.

Our pupillage

As well as developing your legal skills, we think pupillage should equip you with the business skills you need to grow your practice.

This means we make sure our pupils gain good experience in a wide range of commercial and chancery work. Each pupil sits with four different supervisors and has the opportunity to work with a number of other members.

It also means that, in the second six months of their pupillage, pupils are supported in gaining as much advocacy experience as possible and in undertaking cases of their own.

They work with our clerking team to start building their independent practices, while continuing to gain experience through working with their pupil supervisor and other members.

Alongside this, we think that people achieve their full potential in a supportive environment, where they feel that they can be themselves. We are known for being a friendly set – we were rated A* for our social life in the 2019 Legal Cheek Junior Barrister Survey – and we do all we can to involve new pupils in the life of chambers. We work hard too and that is why chambers has seen so much growth over the last few years.

What we offer

We offer up to two 12-month pupillages with an award of £60,000, in addition to any earnings generated in the second six months. We are happy to consider any request for part of the pupillage award to be drawn down during the BPTC year.

We fund all training courses required during pupillage including the advocacy courses, the practice management

course and the forensic accounting course. Pupils are also encouraged to take part in the training we organise for members, which in the past has included PR skills and fintech.

During their first two years of practice, new tenants are not required to pay rent for their rooms in chambers. In their third year they only pay half the rent.

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During pupillage, I had the opportunity to be involved in a number of complex and challenging cases, including an international arbitration in a high-value commercial dispute. I also attended the hearing of a customs and taxation case in the Court of Justice of the European Union, and worked on a variety of insolvency disputes.”

Lauren Kreamer, barrister and former pupil



What we look for

We only recruit pupils who we believe have the potential to become successful members of chambers. That means demonstrating:

- **Intellect** – Being a barrister is intellectually challenging, so make sure your application highlights your academic achievements
- **Commerciality** – We think a deep understanding of the issues affecting our clients is crucial to providing the best possible service
- **Persuasiveness** – You must have the potential to become an outstanding advocate, as evidenced through strong public speaking experience
- **Credibility** – We value personal impact and the ability to build long-lasting, collaborative relationships with clients and within chambers

- **Commitment** – We are looking for pupils who have strong reasons for applying to Radcliffe Chambers, and for wanting to become a chancery/commercial barrister

That's it. There is no Radcliffe Chambers "type". We believe that to provide the best possible service to our clients, we need a team that embraces a wide variety of perspectives and life experiences.

We are committed to inclusion and diversity, and encourage applications from candidates from all backgrounds, regardless of age, gender, race, sexual orientation, marital status, religion, belief or disability.

How to apply

Applications for pupillage at Radcliffe Chambers close on 4 January 2019, and should be made by CV with a covering letter addressed to our pupillage committee. For more information please visit our website, radcliffechambers.com.

Once applications are received, we will put together a short list of candidates to be invited to first round interview, based on the criteria set out in "What we look for". Successful candidates will be invited to attend a first round interview, which will take place in the week commencing 21 January 2019.

Second round interviews will then take place in the week commencing 4 February 2019, and we aim to inform the successful applicant by close of business on 8 February 2019.

We conduct our recruitment process in accordance with the relevant provisions of the Code of Conduct and the Equality and Diversity Code for the Bar.



We work hard to make sure that our pupillage is fair, transparent and supportive, from the initial application process to when we make our final tenancy decision. We see our pupils as future members of chambers and we do all we can to help them achieve their full potential."

**Roger Mullis,
barrister and head
of the pupillage
committee**



Right from the very beginning of pupillage, I was involved in chambers' social life. Within days of starting, I was taken to lunch in the beautiful Lincoln's Inn Old Hall and was invited to chambers tea and mid-morning coffee. On top of that, I was encouraged to attend client events and was meeting junior solicitors within my first three weeks."

**Matthew Mills,
barrister and former pupil**



Mini-pupillage

If you are thinking about becoming a barrister, it makes sense to get as much exposure as you can to the areas of law that interest you. Our mini-pupillages offer the opportunity to shadow a member of chambers for two days and gain a real insight into life as a commercial and/or chancery barrister.

We think candidates with some legal knowledge get more out of our mini-pupillages, so applicants who are in the course of the second or third year of a university law degree, or undertaking the CPE/GDL are preferred. We are unable to offer mini-pupillages to applicants who are still at school.

As with pupillage, we encourage applications from candidates from all backgrounds.

Financial assistance is available, on a discretionary basis, for those who would otherwise be unable to travel to London. Please see our mini-pupillage policy for full details.

To read our full mini-pupillage policy and for more information about applications and deadlines, please see our website, radcliffechambers.com.

Radcliffe Chambers

Radcliffe Chambers
11 New Square
Lincoln's Inn
London WC2A 3QB

T: 020 7831 0081
F: 020 7405 2560
DX: 319 London
clerks@radcliffechambers.com

