

PUPILLAGE APPLICATION PROCESS

FIRST STAGE

Each application will go through a sifting process whereby the application is marked against selection criteria by at least two members of Chambers. We intend to invite the top ranking candidates to the first round of interview.

The selection criteria for this stage of the application process are as follows:

- a) Evidence of academic excellence;
- b) Evidence of commitment to a career at the Bar, including experience of mini-pupillage, marshalling, mooting and public speaking;
- c) Evidence of relevant legal and non-legal work experience;
- d) Evidence of commitment to the North Eastern Circuit; and
- e) The overall merit of the application/applicant.

Candidates are selected solely on merit, irrespective of race, ethnic or national origin, nationality, citizenship, gender, sexual orientation, marital status, age, religion, political persuasion or disability.

SECOND STAGE

Candidates will be interviewed by a minimum of two panelists. Each interview will consist of general questioning and will last approximately 20 minutes. To ensure consistency the interview panels will pose similar questions reflecting the selection criteria. Candidates will then be marked against a standard set of scoring guidelines. Every effort will be made to ensure that each interview panel is made up of members of Chambers reflecting different practice areas and levels of seniority within Chambers. Following the first round of interviews the panels will aim to select approximately eight to ten candidates to return for a second round interview. We are able to provide written feedback to all candidates invited to a first or second round interview.

THIRD STAGE

Candidates will be interviewed by a minimum of four panelists. Each interview will consist of an advocacy exercise, a professional ethics question and general questioning. Each interview will last approximately 40 minutes and will be preceded by a period of half an hour for preparation of the advocacy exercise.

In addition to the selection criteria outlined above, the interview stage of the application process will aim to assess the following:

- a) The candidate's ability to deal with questions under pressure;
- b) The candidate's inter-personal skills;
- c) The overall suitability of the candidate to a life at the Bar.

FOURTH STAGE

The final 2 candidates for each Pupillage will attend Chambers the week following their final round interview to complete a 2-day assessed mini pupillage. This will include both court and paper work.

NOTIFICATION OF OUTCOME

Candidates will be notified of the final outcome of the application process before **31 March 2019**.