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**Detailed Selection Criteria - Legal Associates**

Legal associates at Richmond Chambers LLP will be selected on merit and without any form of discrimination. Should you require reasonable adjustments to be made to facilitate your participation in this application process and/or any subsequent employment, please contact Christy Irvine, who will be pleased to assist and discuss your particular needs with you.

Richmond Chambers LLP considers all candidates who have applied for a Legal Associate post against the following criteria:

**Intellectual Qualities**

Applicants must demonstrate intellectual vigour, having the ability to grasp complex information and identify the key issues quickly and effectively. They should be able to absorb details, inconsistencies and inaccuracies; appreciate different perspectives; develop new solutions; and query standard answers. They must be able to balance intellectual competence with common sense and pragmatism.

**Motivation**

Applicants must demonstrate strong drive and determination to work in the field of immigration law, evidenced through for example, previous work experience in this field. A commitment to a future career at the Immigration Bar will be an advantage, but is not essential.

**Relationships**

Chambers will look for evidence of friendly, supportive relationships with a wide range of people over a long period. Important attributes will be an ability to identify others’ needs; to exercise discretion; to gain others’ trust; to negotiate and to present effectively. Applicants must demonstrate an ability to mix with all members of chambers, staff, clients and professional contacts.

**Temperament**

Applicants should be able to evidence that they have coped well with a hierarchical environment and with highly formal situations. They must be able to demonstrate an ability to manage professional priorities calmly and competently, balancing these commitments with their individual social interests. Applicants must be able to manage personal stress such as financial and career uncertainties without detriment to their work. Applicants must be able to work well individually as well as part of a team.

**Impact**

During interviews, successful applicants will be articulate, confident, perceptive and courteous. It should however be borne in mind that performance in interview is only one aspect in the selection criteria. Interviewers will also take into account any competencies that have been demonstrated in the application form.