



Detailed Selection Criteria - Pupils

Pupils at Richmond Chambers LLP are 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 pupillage, please contact Nancy Holland, who will be pleased to assist and discuss your particular needs with you.

Richmond Chambers LLP considers all candidates who have applied for pupillage 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, with particular and active interest in issues relevant to the Immigration Bar. Commitment to a future career at the Immigration Bar should be evident, through for example, previous work experience in this field, a desire for intellectual challenge and an interest in international current affairs and migration issues.

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 and the quality of any written assessment and the application as a whole.