



Detailed Selection Criteria - Mini-Pupils

Mini-pupils 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 mini-pupillage, please contact our HR Manager, 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 mini-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, evidenced through previous work experience in this field, will be an advantage.

Relationships

Chambers will look for evidence of friendly, supportive relationships with a wide range of people over a long period. 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.