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**Pupil Selection Criteria**

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 Summer Robson, 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; exercise sound judgement; 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 Employed Immigration Bar should be evident, through for example, previous work experience in this field, a desire for intellectual challenge and in interest in international current affairs and migration issues.

**Relationships**

Applicants must demonstrate the ability to develop and maintain good professional relationships with a wide range of professional and lay persons. Chambers will look for evidence of friendly, supportive working relationships with a wide range of people over a prolonged period. Important attributes will be an ability to identify others’ needs and provide relevant support where appropriate; to exercise discretion; to gain others’ trust; and to present effectively. Applicants must be able to work well individually as well as part of a team.

**Impact**

During interviews, successful applicants will be articulate, confident and perceptive. It should however be borne in mind that performance in an 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, the quality of any written assessment and the application as a whole.