



## **Richmond Chambers LLP Pupillage Selection Criteria**

Richmond Chambers LLP is committed to a fair and merit-based selection process for pupils, free from 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 evaluates all pupillage applicants based on the following criteria:

**Intellectual Qualities:** Applicants must demonstrate the ability to swiftly grasp intricate information, identify key issues effectively, and showcase sound judgement. We value a balance between intellectual competence and practical, common-sense approaches. Candidates should highlight adaptability to evolving legal landscapes, staying informed about legislative changes, and applying legal principles to practical scenarios.

**Motivation:** Candidates must display a strong drive and determination, with a specific and active interest in matters relevant to the Immigration Bar. Evidence of commitment to a future career in the Employed Immigration Bar should be evident, including previous work experience in this field, a genuine desire for intellectual challenges, and an interest in international current affairs and migration issues.

**Legal Research Skills:** Applicants should demonstrate strong legal research skills, including an ability to efficiently navigate legal databases, analyse precedents, and stay abreast of evolving legal developments. Proficiency in synthesising complex legal information into concise and relevant summaries is essential.

**Communication Skills:** Effective verbal and written communication skills are paramount. Candidates should showcase clarity in expressing legal concepts, both orally and in writing. The ability to tailor communication to different audiences, including clients and colleagues, is highly valued.

**Relationships:** Demonstrating the ability to cultivate and sustain positive professional relationships with a diverse range of individuals is crucial. Chambers seeks evidence of applicants fostering friendly and supportive working relationships over an extended period. Key attributes include the ability to identify others' needs, provide relevant support, exercise discretion and build trust. Candidates should showcase their capacity to work both independently and collaboratively within a team.

**Ethical Awareness:** Richmond Chambers LLP places great importance on ethical considerations. Applicants should exhibit a strong understanding of legal ethics, integrity, and a commitment to upholding professional standards. Instances of ethical decision-making in academic, work, or volunteer settings should be highlighted.

**Technology Proficiency:** In today's legal landscape, technological competence is crucial. Candidates should demonstrate proficiency in legal research tools and other relevant legal technologies. The ability to adapt to technological advancements in the legal field is essential.

**Problem-Solving and Decision-Making:** Richmond Chambers LLP seeks candidates with strong problem-solving and decision-making abilities. Applicants should provide examples of situations where they have effectively analysed complex issues, identified viable solutions, and made well-reasoned decisions.

**Resilience and Stress Management:** The legal profession can be demanding. Candidates should showcase their ability to handle pressure, manage stress, and maintain resilience in challenging situations. Examples of successfully navigating high-pressure environments or overcoming setbacks will be considered positively.

**Community Involvement:** Richmond Chambers LLP values candidates who actively contribute to the legal community and society at large. In addition to pro bono work, applicants are encouraged to highlight any involvement in legal organisations, advocacy initiatives, or community service that reflects their commitment to social responsibility.

**Impact:** Successful applicants will exhibit articulacy, confidence and perceptiveness during interviews. It is important to note, however, that interview performance is just one aspect of the selection criteria. Interviewers will also consider competencies demonstrated in the application form, the quality of any written assessments, and the overall application.