

careers

- ◆ lawyers
- ◆ professionals and support staff
- ◆ trainees

trainee recruitment

Training Contract Applications - **Status Update**

Thank you to those of you that have applied for a training contract with Bevan Brittan.

As you will appreciate, due to the volume of applications received, we are still involved in the screening process. We expect to communicate the outcome of applications during September and anticipate our Assessment Day taking place in early October.

Thank you for your patience.

Bevan Brittan has worked hard to establish a reputation as a firm that provides excellent training and supervision for our trainee solicitors, this is demonstrated by the fact that the vast majority of our trainees want to stay with us at the end of their contract. We make sure our trainees in London, Bristol and Birmingham gain the broadest possible experience of working for high quality public and private sector clients. In addition, we offer extremely competitive salaries and a funding package to support you through your studies before you join us. Our training programme is carefully structured to consist of practical work experience in conjunction with an extensive educational programme. If this sounds like the type of firm you would like to work for, read on to find out more about the opportunities on offer at Bevan Brittan.

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Structure of our training contracts

We offer 10-15 training contracts each year with intake in September. As with most law firms, your two year training contract with Bevan Brittan will be made up of four six month seats offering you the opportunity to gain experience across our practice areas. For each seat you will be supervised by either a Partner or Senior Solicitor. We also offer the opportunity to undertake a part time study contract.

Locations

We provide training contracts across our three sites, Birmingham, Bristol and London. We offer seats in Construction, Property, Projects, Commercial Litigation, Employment, Medical Law and Personal Injury, as well as exposure to Commercial Healthcare and Corporate work.

Work and Supervision

Working as a trainee with Bevan Brittan will mean that from the outset you are given real responsibility. The emphasis is on getting stuck in, learning and enjoying yourself. You'll be taking part in client meetings, doing your fair share of research and drafting and attending court hearings from the off. You will be handling your own matters and having plenty of client contact. Inevitably you will also be given routine tasks to do as well, like photocopying or proof-reading, but this will help you to understand what goes into shaping deals and managing matters.



All our trainee supervisors have clear supervision guidelines to enable them to provide you with the best quality practical day-to-day training and offer you opportunities to develop your legal skills and knowledge. They are on hand to give you guidance, advice and feedback on your performance.

Trainee support

At Bevan Brittan we believe it is crucial that our trainees have access to an extensive support network. As well as your supervisor and a trainee buddy, we have Partners responsible for trainees in each of our offices, one of whom is your Training Principal, and a dedicated HR Business Partner responsible for trainees. All are available to answer any questions or generally offer advice. This support is further bolstered by each trainee having a dedicated mentor (a more experienced solicitor) to provide advice and guidance.

Each quarter we hold a meeting for all the trainees, chaired by our Training Principal. Trainee related issues and initiatives are discussed and on the basis of these meetings, many existing processes and procedures have been reviewed using ideas and suggestions from our trainees.

Seat moves

Your first seat will be allocated for you when you join, however, we recognise it is important for you to gain experience in the areas which interest you. Therefore, every effort is made in planning seat allocations to accommodate your preferences and career plans, whilst also taking into consideration the needs of the business and the experience the Solicitors Regulation Authority requires you to undertake.

Induction

As a new trainee to Bevan Brittan, you will spend your first few days participating in our dedicated trainee induction programme. Usually held in our Bristol office, this time is a real opportunity not only to get to know your fellow trainees who have joined with you, but includes practical training sessions on topics including money laundering and the Firm's IT packages to give you the skills to begin your first seat with confidence. During this first week, we also make sure there are plenty of opportunities to meet the second year trainees and Partners in the Firm.

Upon arrival at your first seat you will be introduced to the team members you will be working with, where possible the current trainee in the seat will provide you with a handover and you may be given a written guide on the department for your reference.

At the beginning of each new seat, you will have a briefing meeting with your supervisor to find out about the department and the clients you will be dealing with. Your supervisor will also highlight what is expected of you in that seat (including your objectives and financial target) and you will discuss experiences / learning points from your previous seat.

Appraisal process

Our appraisal process for trainees is closely aligned to the SRA requirements and here at Bevan Brittan we recognise that regular assessment and feedback is key to your development. During each seat you will receive a mid and end of seat review with your supervisor. We provide extensive training and guidance to our trainee supervisors to ensure you receive constructive feedback on your performance and areas for development. Your supervisor will also help to identify opportunities for you to gain exposure to skills and legal areas that you have not yet experienced.

Training

As a trainee at Bevan Brittan you will of course complete the requisite Professional Skills Course modules with a local provider. As well as trainee specific training, you are actively encouraged to attend departmental training, such as education lunches, whilst in your seats. This may sometimes include participating yourself with providing in-house seminars for your colleagues.

In addition, tailored courses are provided in areas including networking and presentation skills to assist with developing the core skills you will require when qualifying as a Fee Earner. You will also receive ongoing Finance and Risk training and a dedicated day of training at the end of your Training Contract to prepare you for the transition to a Newly Qualified role.

Not all work...

Here at Bevan Brittan we work hard to promote regular sports and social events. If you are sporty there are lots of teams sponsored by the Sports and Social Committee including squash, football and netball.

The Firm's corporate social environmental responsibility strategy means that we are heavily involved in various pro bono activities. In addition our current trainees have recently been working to raise funds for our nominated charity.

We have a number of planned and spontaneous social activities throughout the year. Recent events have included the firm wide Autumn Party and charity day, Christmas parties and hosting a BBQ for the Birmingham office at a partner's house. We also hold month end drinks in each of the offices.

We recognise it is important to keep in touch with our new intake of trainees before you join and make sure you are invited to events including our AGM's and Christmas parties.

NQ opportunities

We invest a great deal in developing the skills and experience of our trainees, which is why we aim to offer a permanent Newly Qualified role to as many of our strong performing trainees as possible.

Our trainees tend to qualify with us because of the wide range of career opportunities on offer, good quality work and our diverse client base.

To celebrate qualification with us, the firm offers additional unpaid Qualification leave which trainees can take at the end of their training contract. Many trainees take up this option and go on a well-deserved holiday prior to starting their NQ role with the firm.

Vacation placement

We run a vacation placement scheme in July in each of our three offices. During the two week placement you will spend a week in two different departments enabling you to gain first hand experience of two different practice areas and get a taste of what life at Bevan Brittan is like. You'll be given real work to do and formal feedback on how you've done by each member of staff you work for. In addition to this there will be the opportunity to meet current trainees and network with people across the firm to find out more about the work and culture at Bevan Brittan.

Our vacation placement scheme provides an invaluable taste of life here at Bevan Brittan. We strongly recommend you apply to participate in our vacation scheme if you are considering applying for a training contract with us. Historically, strong feedback from the vacation placement has led to individuals being offered training contracts with the Firm. There is often an opportunity to participate in an assessment centre during the placement, if you decide you do wish to be considered for a training contract with us.

The deadline for Vacation Placement applications is 31 March.

Applying to Bevan Brittan

As a professional national law firm, we are looking for strong academic achievement from applicants. A 2:1 at degree level is our expectation but the degree does not have to be in law. However, we recognise that not everyone has a degree so we also welcome applicants who can demonstrate at least three years relevant, strong, commercial experience.

We are looking for applicants who can demonstrate clear ability in the core skill areas of:

- Initiative and problem solving
- Team working
- Showing an understanding of what makes a successful commercial solicitor.

Please use the [Online Application System](#) to apply for a Vacation Placement for 2010 and/or a Training Contract for 2012.

The benefits

- A competitive starting salary (including London weighting where appropriate)



- 25 days annual paid holiday, with the option to take up to an additional 5 days unpaid leave
- Financial support for GDL and LPC course where appropriate (unfortunately we are unable to offer retrospective reimbursement)
- Option to study LPC course on a part time basis as part of training contract
- A £5,000 maintenance bursary for candidates who are still studying
- Contributory Pension
- Private Medical Insurance
- Permanent health insurance/income protection
- A range of voluntary benefits including season ticket loans, childcare vouchers and the bike to work scheme

Don't just take our word for it...

Take a look at this extract from the 2010 Lex 100 guide profile of Bevan Brittan:

'The friendliness and the mix of public and private sector work seem to be the key draws to this Bristol-based National firm...trainees here feel they are treated as equal members of the team and offered a great deal of support.'

Feedback on Trainee Applications 2009

Please [click here](#) for feedback following the 2009 round of trainee recruitment.