

## Feedback on trainee applications, summer 2009

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### Education and qualifications

At the beginning of the application process we expressly state our minimum academic requirements. We recognise the length of time it takes for applications to be completed but will not consider completed applications if they do not meet the minimum academic requirements. A significant number of applications did not meet this minimum required.

The only exception to the above is where an individual does not meet our academic requirements but has three years commercial experience, such applications will be considered.

### About you section

For the questions where a word limit is set, this is intended to give an indication of how much detail is expected from the response. A significant number of applicants only wrote between 100 and 150 words for questions where the word limit was capped at 250, this meant that the response did not fully answer the required elements outlined in the question.

### **Describe a situation in which you worked as part of a team. (Please identify the following elements)**

**(a) What was the common goal?**

**(b) What role did you play in achieving that goal?**

**(c) What qualities did you demonstrate that made you a successful team member?**

A large number of applicants described in detail a situation where they had worked as part of a team but this question consisted of three distinct sub sections which were listed. The weaker responses to this question did not address each of those sub sections. A great number of answers outlined a team they had been a part of and highlighted that the goal had been achieved but failed to outline the role they as an individual contributed achieving that goal.

### **Describe a problem that you had to solve, how you went about solving it, what mistakes you made, what you learnt and what you were most proud of?**

Of all the questions this was the one which applicants seemed to struggle with the most. It is important to note that the problem can be from any context, work, university or an example of something from personal life and for many if they had used a stronger example they would have received a better score.

In addition, many applicants failed to answer the part of the questions which explicitly asks them to explain what mistakes they made and what they learnt.

### **Describe the qualities you think Bevan Brittan are looking for in a commercial solicitor and explain how you match those requirements**

The stronger responses to this question linked in research they had carried out on the firm in their answer which provided more weight to why the qualities that were described had been selected. Many applications listed the skills an individual thinks a commercial solicitor would need and described how they feel they match the requirements but did not say why Bevan Brittan would value that quality.

### **Please outline what you feel sets Bevan Brittan apart from other Firms that you have considered.**

Again, the stronger responses to this question demonstrated a high level of understanding of the firm's work, be that through naming publications they had read about the firm in or cross referencing to information from the firm's website. Demonstrating a real understanding of the firm's work and explaining why this is important to the applicant enabled the reader of the application to fully understand why Bevan Brittan stands out to that particular applicant.