

Bevan Brittan 

Trainee Programme

Your first step onto the legal career ladder
should inspire you to climb higher



Our Markets

Our teams focus on specific markets to provide unrivalled expertise to businesses and organisations across the UK.



Central Government and Agencies



Energy



Housing and regeneration



Independent Health



Infrastructure



Insurance



Local Government



Manufacturing



NHS



Social Care



Resources and Waste



Financial Services



Estate Management



Higher Education



Senior Living



Social Enterprise and Mutuals



Construction and Engineering



Technology

Our Services

We are a leading provider of legal and advisory services for businesses and organisations across the UK.

| | | |
|------------------------------------|-------------------------------|--------------------------------------|
| Administrative and Public Law | Criminal Negligence | Commercial Disputes Resolution |
| Competition Law | Charity Law | Corporate and Commercial |
| Criminal Regulatory | Reputation Management | Employment, Pensions and Immigration |
| Facilities Management | Governance | Governance, Risk and Compliance |
| Health and Social Care Integration | Health, Care & Regulatory Law | Information Law |
| Insolvency and Asset Recovery | Insurance Disputes | Intellectual Property |
| Investigations and Inquiries | Medical Malpractice | Procurement |
| Professional Negligence | Property | Banking & Finance |
| Health | Housing Management Services | ICT |
| Litigation and Dispute Resolution | PFI/PPP | Planning |
| Primary Care Premises | Procurement Litigation | Property Litigation |
| Secured Lending | Subsidy Control | |

Our Clients

We resolve difficult situations quickly, inexpensively, and with a careful eye on the wider implications.



The firm is always very responsive, very quick and reliable. When you need legal advice you can call on them and their quality of advice is great.

On Local Government, Chambers UK, 2022



I felt that the team, in addition to possessing the legal expertise that would be expected of a private practice team, were very client focused. The advice was pragmatic and always timely.

On Administrative and Public Law, The Legal 500, 2022



The people are what sets this team apart, they are down to earth, able to understand the needs of the client and provide advice within the agreed timescales.

On Social Housing, The Legal 500, 2022

“

The team is a complete delight to work with and is unfailingly courteous, helpful, efficient and hard-working as well as always displaying really good judgment.”

On Employment, The Legal 500, 2022

“

“They are extremely supportive and easy to work with. What stands out is their approachability and commitment to support and advise within the required time frame – they have never failed to meet a deadline.”

On Healthcare, Chambers UK, 2022

Why Bevan Brittan?

At Bevan Brittan we are known for our first-class training contracts that provide new lawyers with the skills and the support that sets them up for a successful legal career.

Our trainee solicitors get a tailored training and development programme that gives them early exposure to real work for real clients. And this careful management of the learning process allows confidence to grow alongside experience.

Training Contract

- Four 6 month seats
- Choice across all our departments
- Buddy, mentor and supervisor
- Dedicated member of the HR team
- Tailored appraisal system

Career Development

- No formal hierarchy – open plan office where trainees often sit beside senior partners
- Over 20% of our partners trained at the firm
- Opportunity to undertake national seats
- Training and support throughout your career

GDL / LPC / SQE Sponsorship

- Fees paid for GDL / LPC or SQE, if you have not already completed these
- £5,000 bursary whilst you study

Not all work

- Regular sports and social events
- Secondment opportunities
- Competitive reward package
- Various pro bono, volunteering and fundraising activities

Our Values

Relationships

We invest in genuine relationships

Results

We are ambitious and always improving

Reputation

We make the right choices and do the right thing

Responsible

We act responsibly for now and the future

What we look for

In our firm, people succeed according to their merits. We believe in a people centric approach to business, and equality and fairness in the way we treat our employees, members, clients, suppliers and communities. We respect people for who they are, their skills and knowledge, their behaviours and the contribution they make as individuals, team members to the firm, to our clients and to our communities, and value this diversity.

We are looking for bright people with sound common sense and plenty of energy, who can think logically and clearly. You'll also need:

- **Academics:** a 2:1 degree in any discipline (or 3 years relevant, strong, commercial experience) and ABB at A-Level
- **Ability to work and relate well with others:** we are proud of our collegiate approach so an ability to work within a team is essential
- **Commitment:** we are looking for people who have a keen interest in the types of client we work for and the areas of law we practice.
- **Commercial awareness:** we are looking for practical, hands-on people who are able to adapt their legal knowledge to suit our client needs.
- **Common sense:** To help our clients solve problems effectively, you'll need strong technical knowledge and also the ability to be pragmatic and think commercially.
- **Drive and a willingness to take responsibility:** it's important to be well-motivated so you can meet challenges with resilience and overcome hurdles.
- **Passion for excellence:** we want to see people who are bright, capable and self-motivated, as well as passionate about what they do, how they do it, and who they do it for.

Key Information

Key Stats

FOUR
OFFICES



Bristol | London
Birmingham | Leeds



Law Society Diversity
& Inclusion Charter
members

20%

Of our partners
started as Trainees

TIER 1

Ranked in Tier 1
in both legal directories
(Chambers and Legal 500)



(OVER)
500
STAFF



86*
PARTNERS

*As at February 2022

Benefits

- Competitive starting salary
- GDL / LPC / SQE sponsorship (and maintenance bursary)
- 25 days annual leave (with the option to take up to an additional 5 days unpaid leave)
- Contributory Pension
- Private Medical Insurance
- A range of voluntary benefits including:
 - Season ticket loans
 - Childcare vouchers
 - Bike to work scheme

How to apply

Training Contract
Applications
open 8 November

Summer Vacation
Scheme Applications
open 8 November

Application form

Deadline 31 May 2022

Deadline 27 February 2022

Video interview

Throughout the year

Assessment day

July / August
(Date: tbc)

Vacation Scheme

20 June – 1 July 2022 and
11 July – 22 July 2022

Training contract programme

Frequently Asked Questions

Can I apply if I haven't studied law?

Yes. We welcome applications from non-law students

I didn't achieve the required academic results, can I still apply?

Yes. Whilst academics are important to us, we recognise that sometimes bright people do not achieve the grades they expected to. We are happy to consider your application, but please let us know about any mitigating circumstances.

Can I get feedback on my application?

Due to the volume of applications we receive, we cannot provide feedback at the application stage. If you attend an assessment centre, we will give you feedback over the phone.

Can I reapply if my application isn't successful?

If your application is unsuccessful at any stage, you will not be able to reapply in the same recruitment year. You are however able to reapply the following year.

How can I make my application form stand out?

Our successful candidates produce grammatically flawless application forms. Their answers are well researched and demonstrate a clear understanding of the firm and a passion for the type of work we do.

I graduated a few years ago; can I still apply?

Yes, we welcome applications from any candidates who can demonstrate the qualities we are looking for.

How many people do you recruit from your vacation scheme compared with the training contract application process?

How many candidates we take from each process varies year-on-year: there is no set quota. However, on average, we recruit around 60% from our vacation scheme.

Do trainees have a choice of where they sit?

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 have upon qualification.

Do you specify which electives I take at law school?

No. We do not stipulate which electives you must study, however we do ask that you consider the areas of law we practice in when choosing your modules.

How can I contact the team if I have an urgent query?

The team can be reached by emailing Recruitment@bevanbrittan.com.

Birmingham

One Temple Row
Birmingham
B2 5LG

Bristol

Kings Orchard
1 Queen Street
Bristol
BS2 0HQ

Leeds

Toronto Square
7th Floor
Toronto Street
Leeds
LS1 2HJ

London

Fleet Place House
2 Fleet Place
Holborn Viaduct
London
EC4M 7RF

Bevan Brittan is a limited liability partnership registered in England & Wales: Number OC309219. Registered office: Kings Orchard 1 Queen Street Bristol BS20HQ. A list of members is available from our offices in London, Leeds, Birmingham and Bristol and on our website (which has other regulatory information). Authorised and regulated by the Solicitors Regulation Authority: number 406315. Any reference to a partner in relation to Bevan Brittan LLP means a member, consultant or employee of the firm who is a lawyer.