PUPILLAGE APPLICATION AT EXCHANGE CHAMBERS

2025/2026

Please note: We adopt an evidence-based approach to applications. We ask that you provide us with appropriate evidence against which we can consider your application.

**PERSONAL DETAILS - ANNONYMISED**

**EDUCATION & QUALIFICATIONS**

**Secondary Education**

|  |  |
| --- | --- |
| Schools attended (including dates): |  |
| GCSEs (or equivalent) including grades: |  |
| A-levels (or equivalent) including grades: |  |

**Higher Education**

|  |  |
| --- | --- |
| Are you a graduate with a 2.1 or above? |  |

**First Degree**

|  |  |
| --- | --- |
| Institution: |  |
| Course: |  |
| Dates: |  |
| Results: |  |
| In the event of you not being a graduate with a 2.1 or above, are there any extenuating circumstances which you would wish to make us aware of?  **100 words maximum** |  |

**Further Degrees**

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| --- | --- |
| Institution: |  |
| Course: |  |
| Dates: |  |
| Results: |  |

**Scholarships/Awards**

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**Other Qualifications**

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**BAR TRAINING COURSE**

**SECTION a**

|  |  |
| --- | --- |
| Completed Bar Training Course: |  |
| Institution: |  |
| Dates: |  |
| Results: |  |

**SECTION b**

|  |  |
| --- | --- |
| Current /future BTC/BPP course: |  |
| Institution: |  |
| Dates: |  |
| Results to date: |  |
| Predicted results: |  |

**CAREER HISTORY & LEGAL EXPERIENCE**

Please give a brief summary of your mini pupillage, marshalling or internships and other experience as appropriate (including dates).

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150 words maximum

Please give a brief summary of your employment history to date (including dates).

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**150 words maximum**

**COMPETENCIES**

Our recruitment process is transparent and evidence-based. We are looking for evidence under each competency.

If you are asked to attend an interview, the interviewing panel will explore these skills and competencies with you.

Please limit your responses to each question below to no more than a maximum of 100/150 words per question.

1. **COMMITMENT/MOTIVATION**

We are looking for candidates who can demonstrate a commitment to a career at the Bar, commitment to the North and enthusiasm for a pupillage at Exchange Chambers.

**Please tell us why you have applied to Exchange Chambers?**

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**100 words maximum**

**Please tell us why you wish to become a barrister and the experiences you have that demonstrate your motivation to succeed?** (Your answer can relate to work experience or outside interests and activities e.g. travel, sport, voluntary work. Please provide an evidence-based answer.)

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**100 words maximum**

1. **ANALYTICAL THINKING**

We are looking for evidence of the ability to analyse critically information to identify the essential issues, to process constructively and to assimilate a significant volume of information from various sources under pressure.

**Please tell us, supported by examples as appropriate, what experiences you have that demonstrate your ability to think analytically.**

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1. **words maximum**
2. **INTERPERSONAL SKILLS**

We are looking for candidates who can demonstrate the following:

An ability to relate appropriately to the very widest cross-section of society, coupled with broadness of mind.

We think it is important that pupils are adaptable, are able to fit into existing teams and to attract others into a team. We are interested in how you handle conflict situations, vulnerable people, and people from differing and diverse backgrounds. We would also like to see evidence of your ability to be part of, and lead, a team, and to fit into Chambers.

**Please tell us about your interpersonal skills, supported by examples as appropriate.**

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1. **words maximum**
2. **COMMUNICATION**

Communication is a vital skill for any barrister. We are looking for evidence of clarity of thought and expression, coupled with the confidence to express views and opinions, however difficult or unwelcome. We also value empathy, understanding, the ability to adapt communication style to fit your audience.

**Please tell us, supported by examples as appropriate, how your communication skills fit those required.**

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1. **words maximum**
2. **JUDGEMENT AND INTEGRITY**

Judgement and integrity are central to the ethos of Chambers. We look for evidence that you can demonstrate these attributes, for example occasions when you have encountered challenges to your professional, moral or ethical standards and may have acted without bias or prejudice.

Judgement involves the ability to consider all aspects of a problem, to balance conflicting considerations, to show integrity and independence of mind and to reach a sensible conclusion.

**Please tell us, supported by examples as appropriate, how your skills fit those required.**

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1. **words maximum**
2. **REFERENCES**

**(For use during second round interviews)**

Good references are very important in our process of assessing applicants. The burden is on you the applicant to provide us with references, and we ask for not less than two – one academic and one personal. These are not required until second round interviews.

**EQUAL OPPORTUNITIES**

Please complete the attached form.

November 2024