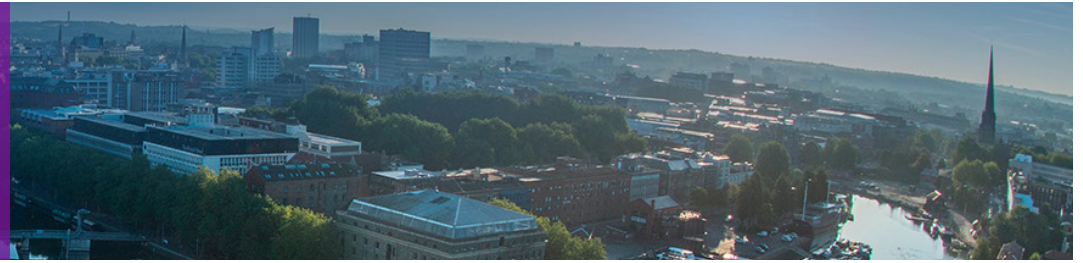


# Law training contracts

Your legal career starts here



## Why choose Barcan+Kirby for your training contract?

We understand that choosing where to undertake your training as a solicitor is a huge decision. That's why it's so important that you consider your options and think carefully about the type of firm you want to train with, alongside the areas of law that interest you the most.

In line with our aim to nurture and 'grow our own' talent, we are looking for trainees who will fit with the culture and values of our firm, and who will strive to develop and remain with us long term.

You'll be actively encouraged to participate in marketing and business development activities, and we provide structured training and development opportunities.

Achieving a healthy work-life balance is also important, so you'll have the chance to get involved in activities outside of your day job, such as fundraising for our designated charity or by joining one of our committees.

We're committed to making Barcan+Kirby a positive and inclusive place to work.

## What can you expect from Barcan+Kirby during your training contract?

Each year, the firm offers a small number of candidates (up to four) the role of Trainee Solicitor. Trainees are supported and supervised by experienced lawyers throughout the contract, many of whom are leading practitioners in their field.

Our training contracts consist of four seats, rotating every six months. We will discuss your interests and preferences and, where possible, we will do our best to accommodate this alongside the needs of the business. The training contract will include seats in the following areas:

- + Family
- + Residential Conveyancing
- + Private Client
- + Litigation
- + Personal Injury and Medical Negligence
- + Corporate + Commercial
- + Commercial Property
- + Court of Protection

Throughout the training contract, trainees complete a weekly training record and undertake regular meetings with their trainee supervisor. At the end of each year, trainees meet with the Training Principal to discuss their experiences of the training programme and provide their feedback on the programme.

In addition, trainees are provided with the opportunity to join the firm-wide mentoring programme to assist with the development of more defined skills such as networking or presentation skills.

As part of the Trainee Solicitor programme with Barcan+Kirby, trainees are expected to take responsibility for the arrangement and completion of the Professional Skills Course (PSC). The PSC is to be undertaken and completed prior to the end date of your training contract.

Upon the successful completion of the two-year programme, the firm will assist with your application for admission to the role of solicitor.

**BEDMINSTER** 25 North St, Bristol BS3 1EN

**BISHOPSTON** 60 Gloucester Rd, Bristol BS7 8BH

**QUEEN SQUARE** 49/50 Queen Sq, Bristol BS1 4LW

**CLIFTON** 199a Whiteladies Rd, Bristol BS2 2SB

**KINGSWOOD** 111/117 Regent St, Bristol BS15 8LJ

**THORNBURY** 36 High St, Thornbury BS35 2AJ

0117 325 2929

hello@barcankirby.co.uk

barcankirby.co.uk

@barcankirby

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barcankirby

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## Barcan+Kirby

This firm is authorised and regulated by the Solicitors Regulation Authority. No: 568743.

# The application process

## 1 Online application form

The application form is available to download from the [careers section](#) of our website. Please send this, with your CV and covering letter, to [recruitment@barcankirby.co.uk](mailto:recruitment@barcankirby.co.uk) by 25<sup>th</sup> March 2022.

## 2 Pre-interview task released

If you've been successful in the application process, you'll be invited to an interview based at our Queen Square office (or remotely). You'll be asked to prepare a pre-interview task before attending the interview.

This will involve the preparation of a 2,000 word report. Past questions have included:

- + How has the profession changed over the last five to ten years?
- + What (if any) are the main challenges faced by the legal sector in Bristol?

## 3 The interview

We will interview on 27<sup>th</sup> and 28<sup>th</sup> April 2022. Candidates will be asked to present their pre-interview report to the interviewing panel which consists of the Executive Partner and the Training Principal.

During the interview, you'll be required to present your report in no more than 10 minutes, and asked questions on your findings. You'll also be asked a series of standard interview questions, and to complete a 30-minute unseen written task. The interview will last up to two hours.

Detailed feedback will be available for those who interviewed with us. Successful candidates will start on 1<sup>st</sup> September 2022 and will receive a Trainee Solicitor programme pack in advance.

# What our past and present trainees say about us



**Joe Hedges, Second year Trainee Solicitor**

*“I started my training contract in January 2021. In an uncertain time for everyone, Barcan+Kirby were able to provide me with the support I needed to settle in quickly. Meeting colleagues and undertaking training on Zoom was not what I expected when I applied, but despite the difficult circumstances, I have been **made to feel very welcome and well supported**. Despite being here for a few months, I already feel like I'm contributing to both the team and the wider firm.”*

**Stephanie Pugh, Solicitor**

*“I joined the firm as a Trainee Solicitor in September 2019. My supervisors in each seat have always been very supportive, consistently making themselves available to discuss and review my training progress. My colleagues have always been happy to help and assist, and provide guidance. In addition to fee earning work, **there are many opportunities to get involved in the firm by joining the firm's committees**. Doing so means you feel part of something wider and allows you to **help shape the culture and environment in which you and your colleagues work in.**”*



**Gareth Hughes, Associate**

*“After joining the firm in 2012 as a Paralegal, I began my training contract in January 2014. After qualifying, I was offered a role as a Solicitor in the family team. I'm now five years qualified and an Associate, specialising in matrimonial finance. I felt **incredibly well supported** and kept well informed throughout the process. This support has continued throughout my employment. As a staff member, I feel valued and have been given many opportunities, not only to progress my own career, but to **contribute to the progress of the firm as a whole.**”*

**Charmaine Moger, Associate**

*“I joined Barcan+Kirby as a Trainee Solicitor in 2008 and I haven't looked back. I'm now an Associate in our family team, and I feel lucky to have been given as much experience as I did during my training contract and am grateful that once I qualified, **I had obtained the necessary skills to hit the ground running** in whatever area of law I chose to practice in.*

*Barcan+Kirby has provided me with guidance and assistance, and **supported my career progression**. The firm has a clear progression route and will help support staff who wish to develop their career, and will offer clear guidance and support should I wish to progress my career further. I'm also pleased to be a member of the Associates Academy. Through this, I was given the opportunity to create and implement a staff rewards scheme across the whole firm. It feels good to know that **I can be involved in projects which make a difference to the entire firm.**”*

