



PUPILLAGE SELECTION CRITERIA

We are looking to recruit exceptional candidates able to demonstrate high level competencies and attributes in a number of key areas that we regard as important for successful practice at the Bar.

This document identifies the core competencies and attributes and seeks to break them down to give an indication, in general terms, of what we mean and what are looking for under each head. It also identifies how we propose to go about assessing them during our recruitment process.

There is an overlap between the different criteria. Different aspects of each may be assessed by a different method. The methods of assessment are designed to be used cumulatively as the recruitment process continues. As such, the application form remains of relevance throughout the interview and assessment process as an additional tool to determine whether the selection criteria have been met, and to what extent.

What are we looking for in our pupils	Methods of assessment
Academic Background We generally expect candidates to have or be predicted at least a 2:1 University	

<p>degree, although we will consider all applications on their merits. Candidates will generally be expected to explain why they have not achieved this level.</p> <p>We will also look at their GDL and BPTC results or expected results. We generally expect a “Very Competent” in the latter or at least a “Commendation” in the former.</p> <p>A-level results are likely to be of lesser relevance but can be taken into account to justify a score in exceptional or marginal cases. They may also be relevant in considering a candidate’s progress and the context of their performance. For those who are still undergraduates at the time of application, these results may take on an increased import.</p>	<p>Application Form: Section B.</p> <p>Interviews: past performance may be put in a different context</p>
<p>Written Advocacy and Communication Skills</p> <p>Communicates clearly, concisely and persuasively</p> <p>Gives sufficient background information to aid understanding without overloading the audience</p> <p>Structures written work to aid understanding</p> <p>Attention to detail (including following instructions)</p> <p>Adapts style and language of communication to the issue in question and needs of the audience</p> <p>Presents complex legal points simply and accurately</p>	<p>Application Form: The general way in which the form has been completed. This criterion is weighted at the sift stage as the application form is the opportunity to effectively establish this criterion.</p> <p>Written work at 2nd interview (if required).</p>

<p>Oral Advocacy and Communication Skills</p> <p>Speaks clearly, concisely and persuasively</p> <p>Gives sufficient background information to aid understanding without overloading the audience</p> <p>Structures communication to aid understanding</p> <p>Listens, builds on appropriate points and adapts style and language to meet the needs of the audience</p> <p>Presents complex legal points simply and accurately</p>	<p>Application Form: evidence may be provided demonstrating oral advocacy/communication experience and likely skills, in particular Sections D and G. However, this is a difficult skill to assess from an application form and is given limited weight at the Sifting stage.</p> <p>Interviews: particularly set problems/questions</p>
<p>Interpersonal Skills</p> <p>Connects and communicates well with others</p> <p>Actively listens, has a genuine interest in others, takes on board and seeks to address different points of view</p> <p>Is skilful and effective in building productive working relationships with others</p> <p>Treats people with courtesy and respect</p>	<p>Application Form: to some extent the form gives opportunities to demonstrate that these skills were or must have been utilised, although any assessment of the quality of the skills may be difficult. This is reflected in the weight given to this factor at the sifting stage.</p> <p>Interviews: this remains an important method for assessing interpersonal skills</p>

<p>Analytical Thinking</p> <p>Able to absorb, process and analyse a large amount of complex and detailed written, numerical and spoken information both quickly and accurately</p> <p>Able to quickly distinguish between relevant facts and irrelevant information</p> <p>Ability to reach a conclusion through logical thinking and reasoning where the answer may not be known</p> <p>Relates facts to key aspects of the law</p> <p>Able to unpick complex arguments</p> <p>Does not over-interpret information or make unwarranted assumptions</p>	<p>Application Form: Section F has been very useful in assessing applications in the past. The way in which other information is presented may also assist.</p> <p>Interview: questions are a useful assessment tool, particularly the problem questions</p>
<p>Drive and Determination</p> <p>Able to self-motivate and work effectively without support</p> <p>Does not get distracted or demotivated when working alone</p> <p>Able to focus on the crucial aspects of what needs to be achieved and puts appropriate energy and effort into ensuring that goals and outcomes are met</p> <p>Works to get round obstacles, does not give up</p>	<p>Application Form: evidence may be found to indicate such skills are present throughout the form, in particular in Sections B (good exam results may be a good indicator of drive/determination), C (relevant employment/legal work experience sought and obtained) D, E1-2 and G1.</p> <p>Interviews: questions can further test the depth and breadth of this criterion.</p>

<p>Ensures that deadlines are met</p> <p>Able and willing to undertake the less attractive and glamorous aspects of a role.</p>	
<p>Sound Judgment</p> <p>Makes sensible, reasoned and sound decisions</p> <p>Able to rely on their own judgment when guidance cannot be found elsewhere</p> <p>Takes a sensible and logical approach to problem solving</p>	<p>Application Form: Some evidence of sound judgment may be found in successful mooted experience (D1), choice of reasons and conclusions set out in Sections E, F and G. However, accurately assessing judgment is likely to be difficult on the basis of the form alone. This is reflected in the weight given to this factor at the sifting stage.</p> <p>Interviews: this is likely to be a better way of testing judgment when analysing answers to questions, in particular the ethical and problem questions.</p>
<p>Resilience and Ability to Work Under Pressure</p> <p>Is comfortable in handling conflict and does not back away from tackling difficult or stressful situations. Remains calm and in control when under pressure</p> <p>Comfortable and skilful in handling conflict</p> <p>Remains calm and in control when under pressure</p>	<p>Application Form: in particular Section G1-2.</p> <p>Interviews: elicited by questions about past ability to cope with pressure and assessment of the ability to cope with pressure in the interview.</p>

<p>Is able to broach difficult subjects and give unpalatable news</p> <p>Can cope with working in a highly competitive environment</p>	
<p>Dedication to PLP's Core Practice Areas</p> <p>Dedication and commitment to the Bar generally</p> <p>Career choice to become a Barrister is considered and well thought out</p> <p>Dedication, commitment and experience of the core areas of work undertaken by Chambers</p> <p>Commitment to being based in the North East</p> <p>Has a good understanding of what a career in Chambers entails, both negative and positive aspects</p>	<p>Application Form: in particular Section E but also to a lesser extent Sections C and G1. The very fact that the application is being made to Chambers following a substantial financial commitment tends to suggest a commitment to the Bar. However, these sections focus the candidate in particular on why they are applying to PLP.</p> <p>Interviews: can be explored further at interview stage.</p>