

## **Criteria for recruitment as a junior tenant following pupillage**

By the date of the tenancy decision, a pupil suitable for recruitment will have produced a substantial body of work which demonstrates that by the end of pupillage they will consistently be able to produce work of the standard that Members of Chambers would expect from a junior tenant at Hailsham.

Any assessment of a pupil's work which is to be taken into account in making a tenancy decision should consider the following criteria, so far as relevant to that work. This applies to supervisors' reports (taking into account the stage of pupillage reached), formal assessments of written work, and advocacy assessments.

### **Criterion**

### **Indicators**

Good analytical thinking

- Can deal effectively with written, spoken and numerical information, including being able to absorb and process large amounts of complex and detailed information.
- Can identify relevant legal principles and relate facts effectively to those principles.
- Can distinguish quickly between relevant and irrelevant information.
- Can understand, develop and unpick complex arguments.

Effective advocacy skills

- Can present arguments using appropriate language and style and deliver them with confidence, clarity and impact.
- Can build a logical and effective argument based on relevant facts and a good understanding of the law.
- Can anticipate challenges and raise arguments to meet them.
- Can put together a compelling and succinct written argument.
- Demonstrates effective cross-examination skills.
- Can present the client's case without fear or favour but without ever misleading the court.

- Can build good working relationships in the court room with the judge, and in and outside the court room with other barristers and solicitors.

#### Good communication, orally and in writing

- Can communicate clearly orally and in writing, with sufficient background information for understanding but without overloading the reader/audience.
- Can present complex legal points simply and accurately.
- Can listen to others, respond to and build on their points.
- Treats others with empathy and respect.

#### Hard work and commitment

- Has demonstrated the ability and desire to work hard so as to succeed.
- Meets deadlines and keeps promises.
- Is able to overcome set-backs.
- Is committed to a career as a barrister at Hailsham.

#### Business nous

- Has an ability to build good working relationships with solicitors and clerks.
- Has an ability to build good working relationships with other Members of Chambers.
- Is willing to undertake a variety of types of work.

2 September 2020