**PUPILLAGE AND MINI PUPILLAGE RECRUITMENT POLICY**

At 5 Stone Buildings we aim to recruit pupils and mini-pupils with the ability and potential to become successful members of chambers. To that end, we look for candidates who demonstrate the abilities and qualities set out below.

1. **Intellectual Ability**
* A high level of educational attainment, typically evidenced by an excellent academic record.
* The ability to absorb and analyse information quickly.
* The ability to handle complex or voluminous material and identify the relevant legal and factual issues.
1. **Knowledge and use of the law**
* An appropriate knowledge of the law and its underlying principles, or the ability and willingness to acquire this knowledge where necessary.
* The ability to identify relevant principles and apply them in an appropriate manner to the matter in hand.
* The ability to research new areas of law efficiently and effectively.
1. **Communication skills**
* The ability to present and communicate ideas and arguments clearly and succinctly (both orally and in writing).
* The ability to use language with precision (both orally and in writing).
* The ability to construct a coherent and reasoned argument.
* The ability to defend an argument when challenged and to deal appropriately with challenges.
* The ability to interact in a courteous and professional manner with clients, solicitors, other members of the Bar and judges.
* The ability to inspire respect and confidence in their work.
1. **Personal Qualities**
* Integrity and independence of mind.
* Sound judgment.
* Decisiveness.
* The ability to listen to others.
1. **Efficiency**
* The ability to work effectively at speed and under pressure.
* The ability to organise time effectively.
* The ability to work effectively as part of a team.
1. **Motivation**
* Commitment to pursuing a career at the Bar.
* Commitment to Chancery practice.
* Ambition and willingness to learn and develop professionally.
* Demonstration of commitment in relation to other areas or interests (not necessarily legal).