**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. **Career motivation**

* Commitment to the Bar / Chancery work / 5SB
* Ambition

1. **Intellectual ability**

* Analytical ability:
  + Thinking deeply
  + Thinking clearly (“seeing the woods for the trees”)
* Intellectual agility
* Attention to detail / ability to manage information

1. **Communication skills**

* Clarity
* Precision
* Persuasiveness
* Ability to handle clients and professional relationships

1. **Personal Qualities**

* Efficient, organised and resilient
* Self-starting
* Ability to work as part of a team
* Ability to self-promote