**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