

GRADUATE RECRUITMENT AND SOLICITOR APPRENTICESHIPS

Join us for
the journey



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Overview

The firm fosters a welcoming and inclusive environment. From the minute you walk through the door, you will be greeted by warm and friendly people.

Whether we are recruiting future lawyers, trainees or business services staff, we look for characterful individuals who share an interest in people.

About us

Farrer & Co is synonymous with the highest quality legal advice and service. We advise individuals, families, businesses, financial services, education and not-for-profit organisations on every aspect of the law, wherever the need arises.

Our firm is divided into four main legal departments, alongside our Business Services teams, as set out below.

COMMERCIAL

- Banking and Financial Services
- Charity and Community
- Corporate
- Employment
- Intellectual Property and Commercial

PRIVATE CLIENT

- Private Client
- Tax

CONTENTIOUS

- Contentious Trusts and Estates
- Disputes Resolution
- Family

PROPERTY

- Commercial Property
- Residential and Secured Lending
- Rural Property

BUSINESS SERVICES

- Knowledge, Learning and Development
- Human Resources
- IT
- Finance and Risk
- Marketing and Business Development



Facts and figures



Farrer & Co is committed to fostering diversity and inclusion in relation to its members, clients and the community.

Through being participating members of the below networks, it enables us to create an inclusive culture by also making the firm more accessible to those interested in the legal profession.

We have also pledged to be part of The Sustainable Recruitment Alliance as part of our continued contribution to a better world. You can find out more about our approach and how we are helping clients navigate the changing economy here.





Who do we look
for and what
opportunities are
available?

Who do we look for?

At Farrer & Co, we are dedicated to hiring a collective of people with a shared passion and drive for the world of legal work. Some of the qualities we look for which will help get your foot through the door, both in the written and interview stages of the recruitment process, include:

-  COMMUNICATION SKILLS
-  ATTENTION TO DETAIL
-  DISCRETION
-  COMMERCIAL AWARENESS
-  RESILIENT
-  PROBLEM-SOLVING
-  DRIVEN AND MOTIVATED
-  PROACTIVE TEAM PLAYER
-  ANALYTICAL
-  AGILE THINKER

Are you looking for work experience or an employed role to qualify as a solicitor? Follow our decision tree below to find out which of our opportunities is right for you. Are you...



October Work Experience Scheme

We run a work experience programme in October half-term for individuals studying A-levels or equivalent at the time of the work experience.

The scheme will give individuals the chance to see how the whole firm operates with a series of interesting talks plus a CV workshop and the chance to complete a research task for their supervisor.

Applications to apply for our 2022 work experience scheme will open in Summer 2022 and the deadline is: **Sunday 11 September 2022 (23:59)**.

Vacation Schemes

We run one Easter and two Summer vacation schemes each year.

You will spend time in our legal teams alongside a lawyer who will supervise you. You will also attend lunchtime seminars, social events and take part in a group legal case study. The dates for 2022 are:

Easter scheme

4 April - 14 April

First summer scheme

27 June - 8 July

Second summer scheme

11 July - 22 July

There are ten places available on each scheme and successful applicants will receive an allowance of £300 per week.

The deadline for our 2022 vacation scheme applications is **31 January 2022 (23:59)**. Successful applicants will be invited to an assessment day, in March, where we will select our vacation scheme attendees.

[NEW] Solicitor Apprenticeships

The Farrer & Co Solicitor Apprenticeship is a 6 year level 7 programme.

You will gain an LLB (Hons) in Legal Practice and will qualify as a solicitor. All of your tuition fees will be paid and you will earn a salary whilst you are training and gaining your qualification.

You will combine on-the-job training with guided, independent study and skills coaching. Four days a week will be spent working in one of our teams and one day will be allocated to study. You will work in our London office in a variety of departments including Commercial, Contentious, Private Client, Property and Business Services.



The application form can be requested by contacting recruitment_support@law.ac.uk. If your application is successful, you will be invited to participate in a virtual interview. The shortlisted candidates will then attend an assessment day before we select our two Solicitor Apprentices.

Academic and competency training will be provided by The University of Law:

- Equips apprentices with a thorough understanding of the core legal subjects and combine them with an in-depth practical application.
- A combination of work-based and online supervised study, together with practical and academic activities at ULaw campuses will prepare apprentices to undertake the new Solicitors Qualifying Exam Parts 1 and 2 which entitles them to apply to the SRA to be admitted as solicitors at the end of the programme.
- Apprentices will also complete ULaw assessments, providing them with the opportunity to be awarded an LLB in Legal Practice and Skills (Hons) from ULaw. As well as supporting the apprentices academically, ULaw will work closely with the employers to ensure skills and competencies in the workplace are developed and nurtured throughout the programme.

The key dates for these are below.

Open evenings

10 November 2021
24 November 2021

Deadline to apply

13 February 2022

Start date

September 2022

Thoughts on the new programme



Jon Haley

Graduate and Solicitor Apprenticeship Recruitment Partner

"I'm really excited by our Solicitor Apprenticeship scheme as it provides a totally new way for us to find the very best talent."

It's a fantastic way into the profession for those who might not have considered it previously."

Katherine Wilde

KL&D Director

"I am so delighted that we are opening up the Farrers' experience to solicitor apprentices. We've created a great training programme which will allow our apprentices to learn from both our lawyers

and business professionals, being supported as they develop right from when they first join us up to their qualification. And it won't stop there: we're looking for people who want to develop a career with us, beyond the 6 year apprenticeship. It really is a brilliant opportunity and I'm looking forward to it."



Bob Wheldon, Trainee

Trainee

"I joined Farrer & Co as a paralegal and I am now a second year trainee. Throughout my time I have been well aware of the commitment the firm has to its employees, from top to bottom.

During a training contract, that commitment comes in the form of a wide choice of practice areas, trust and responsibility with clients, and regular, high quality training. The value of training in multiple disciplines cannot be underestimated and nowhere offers more breadth."



“

I am thrilled that we will be welcoming our first solicitor apprentices in 2022.

When I started in the law there was a similar pathway for people who chose not to or couldn't go to university. Many became very fine lawyers and some became partners in the firm.

We are starting the scheme small but I very much hope that it will grow over the years. If you are thinking of applying, please know that we will nurture and invest in you not just while you are training but throughout your career at the firm. I look forward to meeting the chosen apprentices.”

-Anne-Marie Piper, Senior Partner

Training Contracts

The two-year training period is divided into six “seats”, each lasting four months.

The first five seats are spent in one of the 13 different practice areas. Final seats are spent in the area where the trainee will be joining on qualification. This helps to facilitate the transition from trainee to associate. All trainees receive a solid grounding in commercial, contentious, private client and property law by sitting in four seats that focus predominantly on each of these legal areas. Our training programme concentrates on the development of essential practical skills such as drafting, negotiation, interviewing and advocacy as well as the necessary IT, legal research and marketing know-how.

Every summer, we recruit **ten trainees** to join us, click on the image below to enjoy our recent video - “66 questions with the new trainees”. Approximately 40-50 of the best applicants are invited to a first video interview where they will also be required to complete a short written exercise. If candidates are successful, they then progress to the second video interview stage and are also given a short case study to discuss. Reasonable adjustments are available, if required. Interviews will be conducted between mid-July and August.

The Solicitors Qualifying Exam (SQE)

We have decided to move away from the existing GDL/LPC route in our 2022 recruitment round and require all our future trainees from then to take the SQE route. This will mean the first Farrer & Co trainees joining us under the SQE system will start in Autumn 2024. Note that you are still eligible to apply if you have already completed your GDL/LPC.

We will also continue to require our future trainees to carry out a two-year period of qualifying work experience with us, which Farrer & Co will pay all fees relating to the SQE for. To assist with living costs, we will also provide a maintenance grant.

The deadline for our 2024 training contract applications is: **15 July 2022 (23:59)**



Read their stories



Adam Phillips

Adam is a second year trainee. He studied a Business degree, majoring in Finance, Investment and Law at the University of the Witwatersrand in South Africa.

“As a trainee you are encouraged to immerse yourself in the substance of the matters and to gain a thorough understanding of the client’s goals and issues. The firm’s unique six seat system is a valuable component of the training contract in that it enables you to broaden your way of thinking, meet a wider pool of people from around the firm and to build the skills needed to become a well-rounded lawyer and individual.”

Anisha Birk

Anisha qualified into the Intellectual Property and Commercial Team in September 2019. She studied Philosophy and Theology at Durham University and worked in the cultural sector.

“Joining my qualifying department for my final seat was tremendously helpful and reassuring. I was able to get stuck into matters so when the day of qualification finally came it was business as usual. Throughout I had excellent supervision encouraging me to work independently, develop my own voice and build client relationships – my supervisor was on-hand for any questions or support I needed once I qualified too!”



Stephanie Liddell

Stephanie qualified into the Family team in September 2020. She studied History of Art and Spanish at the University of St Andrews.

“I sat in the Family team for my third seat and chose to qualify there primarily because of the mix of emotional and intellectual work that is unique to family law. The team at Farrers are very friendly and welcoming, as well as being market-leading in both financial and children related matters, which means that we work with exceptional clients on ground-breaking cases.”

Contact us

Graduate Recruitment and Solicitor
Apprenticeships team



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