



Quality through connection

Find strength in collaboration at Trowers & Hamlins

Welcome



to your future

In our workplace, we know that a united culture makes us greater as a collective and brings us closer as a team. It makes our colleagues feel like family. It makes work feel like a second home. It means our work has more impact.

We embrace potential and shine a light on what makes everyone unique, because we know that when we really connect, we thrive.

If you share our values, and our vision, and have ambitions of providing the best solutions, every day, we'd love to have you on board.

About

Trowers & Hamlins

We're an international law firm with over 170 partners and more than 1000 people located across the UK, Middle East and Asia. Even though we're all over the globe, a shared understanding of our values means that we are pulling in the same direction, for our clients, our external stakeholders, and our people.

During our long history, we have held fast to our values and core characteristics – such as service, quality, integrity, and innovation. These have made us not only a leading law firm, but an inclusive, exciting, and collaborative place to establish a career.

We collaborate

We savour success

We are driven by innovation

We're not afraid to be human



“One of Trowers’ values that really resonates with me is working collaboratively. We work cross-office and cross-departmentally, and that reflects in the quality of work that we do.”

Hibah, trainee solicitor

Our programmes

Each year, we recruit around 25 trainees split between March and September intakes — based at our offices in Birmingham, Exeter, London and Manchester. All trainees work across a range of commercial seats and have the opportunity to spend time in one of our offices in the Middle East.

We recruit the majority of our trainees through our paid summer vacation scheme. We offer around 50 places on this scheme in our UK offices each year. During your time with us, you'll sit in a couple of departments and be involved in real work, collaborating closely with your colleagues at all levels and getting a feel for the Trowers & Hamlins culture.

Experience our culture

The key dates for our upcoming schemes are:

Applications open: 2 October 2023

Applications close: 8 January 2024
(for summer vacation schemes) and
31 July 2024 (for direct training contracts)

Summer vacation scheme 1:
Monday 10 June to Friday 21 June 2024

Summer vacation scheme 2:
Monday 24 June to Friday 5 July 2024

You can learn more about joining our programmes at www.trowers.com/careers/students-and-graduates

“Over the course of the training programme you really get to find out what your strengths are and develop them further, with support from colleagues at all levels.”

Sunny, trainee solicitor



Life at Trowers & Hamlins

How you'll grow

As a trainee, your structured training programme will equip you with the skills and responsibilities you'll need to get ahead and grow with confidence. And we'll welcome you to a place where the work you do will be as eclectic and diverse as the team of people who'll support and champion you every day.

A top-40 UK law firm, we're well known for being experts in the real estate sector, but our practice areas range from social enterprise to banking, commercial to environment, private wealth to charities. You can expect to feel united in our shared sense of purpose – to help businesses and governments change the way we live and work for good.

With us, your hard work will be valued, your ideas heard, and your ambitions nurtured, with support from talented team members at all levels. We will give you the trust – and the opportunity – to show us exactly what you can do.

Reward and development

Trainees at Trowers & Hamlins receive a competitive salary (salaries are reviewed annually and up to date details can be found on our website) and benefits package, which includes five weeks' annual leave each year, pension scheme, interest-free season ticket loan and private medical insurance.

We will sponsor you to undertake a robust and comprehensive SQE preparation programme prior to joining the firm, to allow you to develop the skills, behaviours and abilities of a well-rounded lawyer. We will also pay for your SQE exams and provide you with a maintenance grant to support you during the programme. Further details about the SQE and preparation programme are on our website.

What we're looking for

All sorts of people build careers, connections and flourish here, but there are a few things that they all have in common.

- Enthusiasm, a positive attitude and a drive to succeed
- A growth mindset
- Collaboration skills
- Resilience and strength of character
- Initiative and a sense of responsibility
- An innovative approach and versatility
- An analytical and logical mind with sound judgement
- Excellent communication skills and the ability to adapt them to your audience
- Strong academics*

*We look for candidates with a minimum of 128 UCAS points (ABB) from their top three A-Levels or equivalent, and a consistently strong predicted or achieved 2:1 degree. We take into account mitigating circumstances and do not automatically reject candidates who do not reach this minimum criteria.



You are eligible to apply for our schemes if you are a:

- Penultimate or final year law student
- Final year non-law student
- Graduate or career changer

Having a law degree is by no means essential — we recruit a healthy number of future trainees every year from non-law backgrounds.

How to join our team



All applications start with our online application form on our website. Successful applicants will then be asked to take an online assessment before moving on to the next round. Our different schemes have slightly different processes, so read on for more details.

Training contracts

The assessment centre is split into two parts held on two separate days. The first is virtual. The second, you'll attend in person. You'll hear back about how you've done within two weeks.

Day 1 – Virtual written exercise

On the day of your written assessment, we'll email you a case study to review. It will give you the chance to show your ability to analyse information, reach conclusions, generate recommendations and present them in a written form. You'll have 70 minutes to complete it.

Day 2 – In-person interviews

You'll have two 45 to 60 minute interviews with two senior lawyers working at the office you applied to. Both interviews will be with a partner, a managing associate, or a senior associate – because choosing our trainees is very important to us.

Competency-based interview

We'll ask you a set of motivational, competency and strength-based questions – some of which may focus on what you've told us in your application form. You'll of course have the chance to ask some questions too!

Case study/analytical interview

Before this interview, you'll be given a case study and 20 minutes to read through it. You'll then be asked some set questions about it. After that, we'll have a conversation about the news story you wrote about in your application.

Summer vacation schemes

If you are successful with your application for our summer vacation schemes, you will be invited to an online assessment centre, where you will complete the written exercise and competency-based interview described above. We assess all candidates for a training contract with a final interview at the end of your vacation scheme experience.

You can find more information on the application process and a link to apply at www.trowers.com/careers/students-and-graduates

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