



# 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

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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.

# Our values

**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, Associate

# 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:** 1 October 2026

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**Applications close:**  
11.59pm on 4 January 2027

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**Summer vacation scheme 1:**  
Monday 7 June to Friday 18 June 2027

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**Summer vacation scheme 2:**  
Monday 21 June to Friday 2 July 2027

You can learn more about joining our programmes at  
<https://www.trowers.com/careers/early-talent>



**“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, Associate





# Life at

## Trowers & Hamlins

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# 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-50 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 & Hamlin 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 kinds of individuals build careers, connections, and flourish at Trowers & Hamlins, but there are a few things that they all have in common.**

- A growth mindset
- Adaptability
- Analytical mindset
- Collaboration skills
- Commercial awareness
- Communication skills
- Innovation
- Judgement
- Personal responsibility
- Resilience

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





Each of our opportunities begins with an online application form. We will ask for your academic achievements, work experience history and some long-answer questions.

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## Next steps

After submitting an online application, candidates will be invited to complete an online assessment which aims to consider your strengths alongside the role of a trainee solicitor. There is a strict deadline to complete the assessment so make sure you pay attention to the email you receive upon submitting your application which will contain all the information you need.

If you are successful after these stages, you will be invited to an assessment centre taking place in two parts.

The first part is a written exercise completed remotely.

Next, you'll join us in-person in the office you have applied to to complete a group exercise and a strengths-based interview.

If you have applied for a summer vacation scheme you will then be assessed for a training contract via feedback from the teams you work in.

You can find more information on the application process and a link to apply at <https://www.trowers.com/careers/early-talent>



# Stay connected with us



Instagram: @trowers\_law & @trowerstalent



LinkedIn: [www.linkedin.com/company/trowers](http://www.linkedin.com/company/trowers)



Email: [Graduates@trowers.com](mailto:Graduates@trowers.com)



Website: [www.trowers.com](http://www.trowers.com)



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