

Blackstone Chambers Pupillage Selection Criteria

Candidates for a pupillage in Chambers will be selected according to the extent to which they meet the following selection criteria, or, where appropriate, have shown during the recruitment process definite potential to meet the respective criteria.

1. Intellectual Ability

Candidates should have excellent intellectual ability as demonstrated by:

- 1.1 Formally assessed qualifications at degree level, including any postgraduate degrees, and professional or vocational qualifications
- 1.2 High quality legal analysis demonstrated consistently throughout the recruitment process
- 1.3 Academic awards, scholarships, prizes, and/or publications of exceptional note
- 1.4 Academic references (but only at the final interview shortlisting stage).

2. Analytical Ability

Candidates should:

- 2.1 Be able to deal effectively with written, numerical and spoken information
- 2.2 Approach a large amount of information calmly and in a structured manner
- 2.3 Be able efficiently to distinguish between relevant facts and irrelevant information
- 2.4 Relate facts to applicable legal principles
- 2.5 Unpick complex arguments
- 2.6 Not over-interpret information or make unwarranted assumptions

3. Effective Communication Skills

Candidates should:

- 3.1 Communicate clearly, giving sufficient background information to aid understanding without overloading audience
- 3.2 Structure communication to aid understanding
- 3.3 Adapt style and language of communication to the needs of the audience
- 3.4 Present complex legal points simply and accurately
- 3.5 Listen to others and builds on their points.

4. Strong motivation for a career at the Bar

Candidates should demonstrate that:

- 4.1 They have researched and obtained good understanding of what a career as a barrister entails, incl. positive and negative aspects of the role
- 4.2 They are committed to a career as a barrister
- 4.3 They are motivated by the role.

5. Strong motivation for a career at Blackstone Chambers

Candidates should demonstrate that:

- 5.1 They have researched and obtained good understanding of what Blackstone Chambers practice areas are
- 5.2 They are currently committed to a career in the relevant practice areas.

6. Advocacy Skills

Candidates should:

- 6.1 Be able to build a logical, rational argument based on fact and a good understanding of the law regardless of personal perspective
- 6.2 Be able to predict objections and has arguments ready to combat them if raised
- 6.3 Have a good understanding of influencing tactics and uses them confidently
- 6.4 Demonstrate good judgment in choice of material.

7. Interpersonal Skills

Candidates should:

- 7.1 Be able to build effective working relationships with a range of different people
- 7.2 Be able to work well as part of a team
- 7.3 Treat others with courtesy and respect
- 7.4 Have an ability to understand and empathise with different points of view

8. Resilience

Candidates should be:

- 8.1 Calm, objective, confident and in control under pressure
- 8.2 Comfortable and skilful in handling conflict

9. Ability to work independently

Candidates should:

- 9.1 Demonstrate ability to work independently
- 9.2 Be able to rely on their own judgment when guidance cannot be found elsewhere
- 9.3 Not get distracted or demotivated when working alone

10. Drive and determination

Candidates should:

- 10.1 Have and maintain a strong focus on achieving outcomes
- 10.2 Work to get round obstacles; does not give up
- 10.3 Be proactive in shaping what gets done, being aware of boundaries of own responsibility
- 10.4 Ensure deadlines are kept and promises met.
- 10.5 Have a strong work ethic.

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