



michelmores

**the
destination
law firm**

**Graduate
Recruitment**

michelmores.com

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Why train at Michelmores?



Deciding where to train is a big decision and we know how important it is to choose the right firm for you. This brochure gives you more information about what it's like to work and train at Michelmores. It will provide you with a better idea of who we are, our goals as a business, our values and culture, what we offer our graduates and what it's really like to work here.

We have tried to answer as many questions as possible, but if you have further queries please get in touch (scroll down for our details) or visit our **LinkedIn page (@Michelmores)** where you'll get a flavour of our work and culture.

Our strategy: Destination 2030 is focused on helping our clients, and our people, to navigate change to reach a positive future. Our values, commercial, creative and collaborative underpin everything that we do at Michelmores, and are central enabling us to achieve our strategic goals.

As advisors, we pride ourselves on being relatable and pragmatic; as a firm, we never stop learning. Our people challenge the status quo and use their business acumen to achieve the best possible solution for our clients. We know that being curious and trying new things helps us all to grow: this is what we want to see from all of our people, including our future graduates.

What we offer

High level of responsibility	Access to Partners	Involvement in national and international work
Opportunity to make a positive impact	Tailored to your interests	'Recruit to retain' culture – start your career journey
Flexibility in location	Supportive and collaborative culture	Involvement in initiatives outside of the day role

Our practice areas and teams

During our training contract route, you will have the opportunity to be based in our Bristol or Exeter office as well as the option of a six month secondment in our London office.

Here's some more information about what seats you could complete in each office location to help you to make an informed choice about where you might want to be based for your training contract:

During our Graduate Apprenticeship route, you will be sector focused and complete a range of seats based on your end qualification.

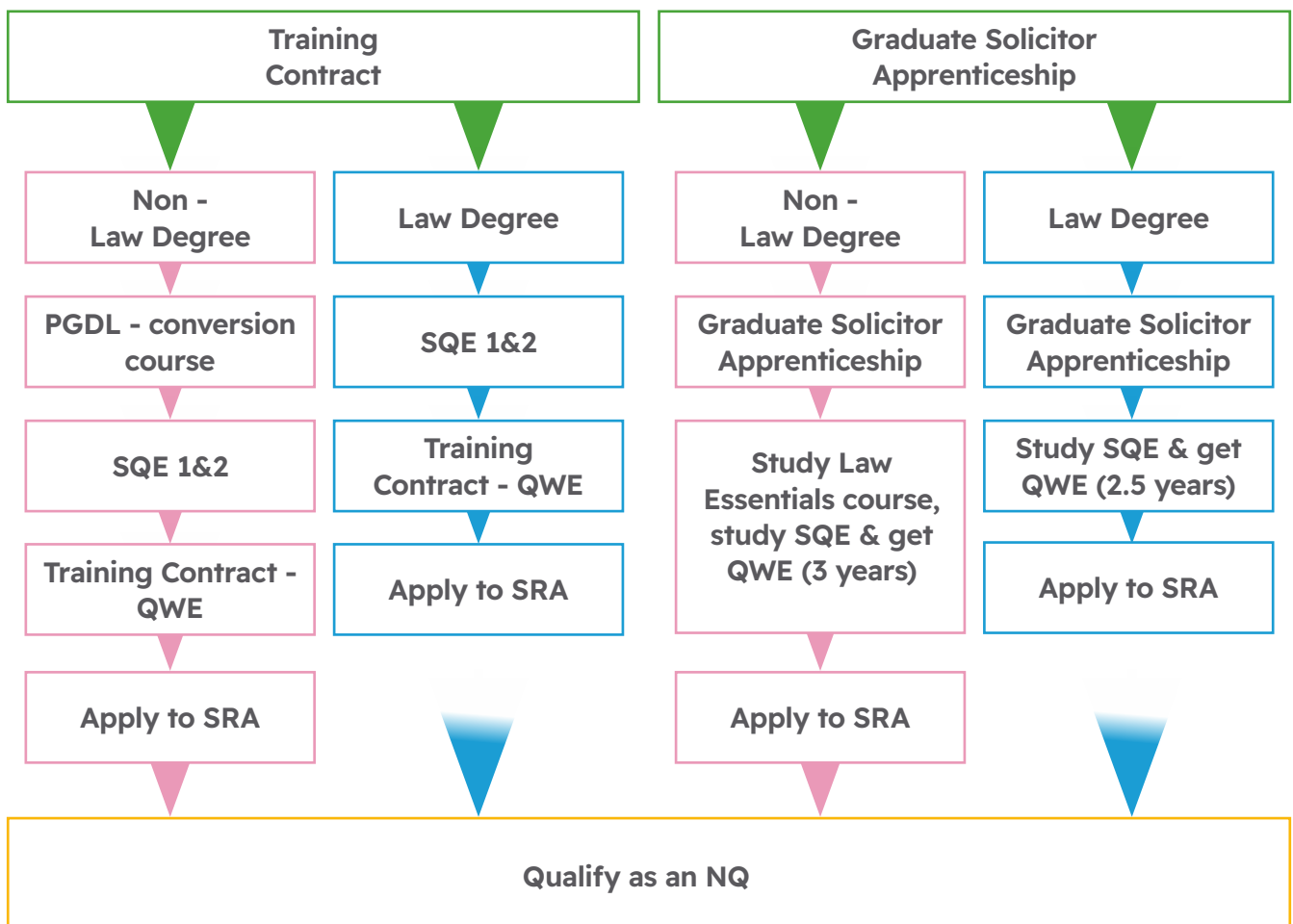
Business	Private Client	Real Estate
Banking, Restructuring & Insolvency – Exeter/London	Agriculture - Bristol	Projects & Infrastructure - Exeter
Commercial – Exeter/London	Contentious Probate – Exeter/London	Construction & Engineering – Exeter/Bristol
Commercial & Regulatory Disputes – Bristol/Exeter/London	Family – Exeter/Bristol	Planning – Exeter
Corporate – Exeter/Bristol	Private Property & Landed Estates – Cheltenham/Bristol	Transactional Real Estate – Exeter/ Bristol
Employment - Exeter	Tax, Trusts & Succession – Bristol	Property Litigation - Exeter

Our approach to the SQE and routes we support

All future trainees will need to complete the SQE qualification: we no longer accept the LPC.

If you are offered a Training Contract with us, we will sponsor you to complete the SQE exams through the University of Law and you will receive a £7,000 bursary whilst studying the SQE 1&2. We also sponsor the completion of the PGDL (if applicable).

The introduction of the SQE offers many new routes to qualification; here’s an outline of the two routes that we support:



How our Training Contract and Graduate Solicitor Apprenticeship programmes work:

Training Contract	Graduate Solicitor Apprenticeship
<ul style="list-style-type: none">• Gain SQE ahead of commencing Training Contract• Work five days in the Firm• Gain QWE (qualifying work experience)• Experience four, six month seats• Not sector specific so can choose any seats once you're in the Firm• Supported to qualify in the Firm• Qualify within two years of starting Training Contract	<ul style="list-style-type: none">• Gain the SQE whilst you work• Work four days and have one day a week to study with the University of Law• Gain QWE (qualifying work experience)• Experience minimum of four, six month seats• Sector focused apprenticeship – choose to be private wealth, real estate or business services focused• Given the same level of responsibility and quality of work as trainees• Qualify within two and a half to three years depending on if you completed a law degree• Earn, learn and work at the same time• Supported to qualify in the Firm

Which route is right for me – questions you might ask yourself:

- Do you need to work and earn a salary whilst studying for the SQE?
- Your learning style – do you prefer to focus solely on studying or putting knowledge into practice right away?
- Do you know what practice areas you're more interested in?
- Have you completed a law degree?
- Which route allows you to qualify sooner and offers the best learning experience?

How to apply for our training contract



There are two ways to secure a training contract at Michelmores; you can choose to go straight to the [assessment day](#) or take the [vacation scheme](#) route.

It's important that you choose the right option for you; we don't have a preference and throughout each we'll be looking for applicants who demonstrate the skills, values and behaviours we require in our trainees.

About our assessment day route

If you choose to attend one of our assessment days, you'll be applying for a training contract via a recruitment process that does not include work experience at the Firm. This route is great for those who know they want to pursue a career in law, have previous legal experience and/or are confident that Michelmores is the right firm for them. It is also a good option for people who are unable to dedicate a week to attend our vacation scheme.

About our vacation scheme option

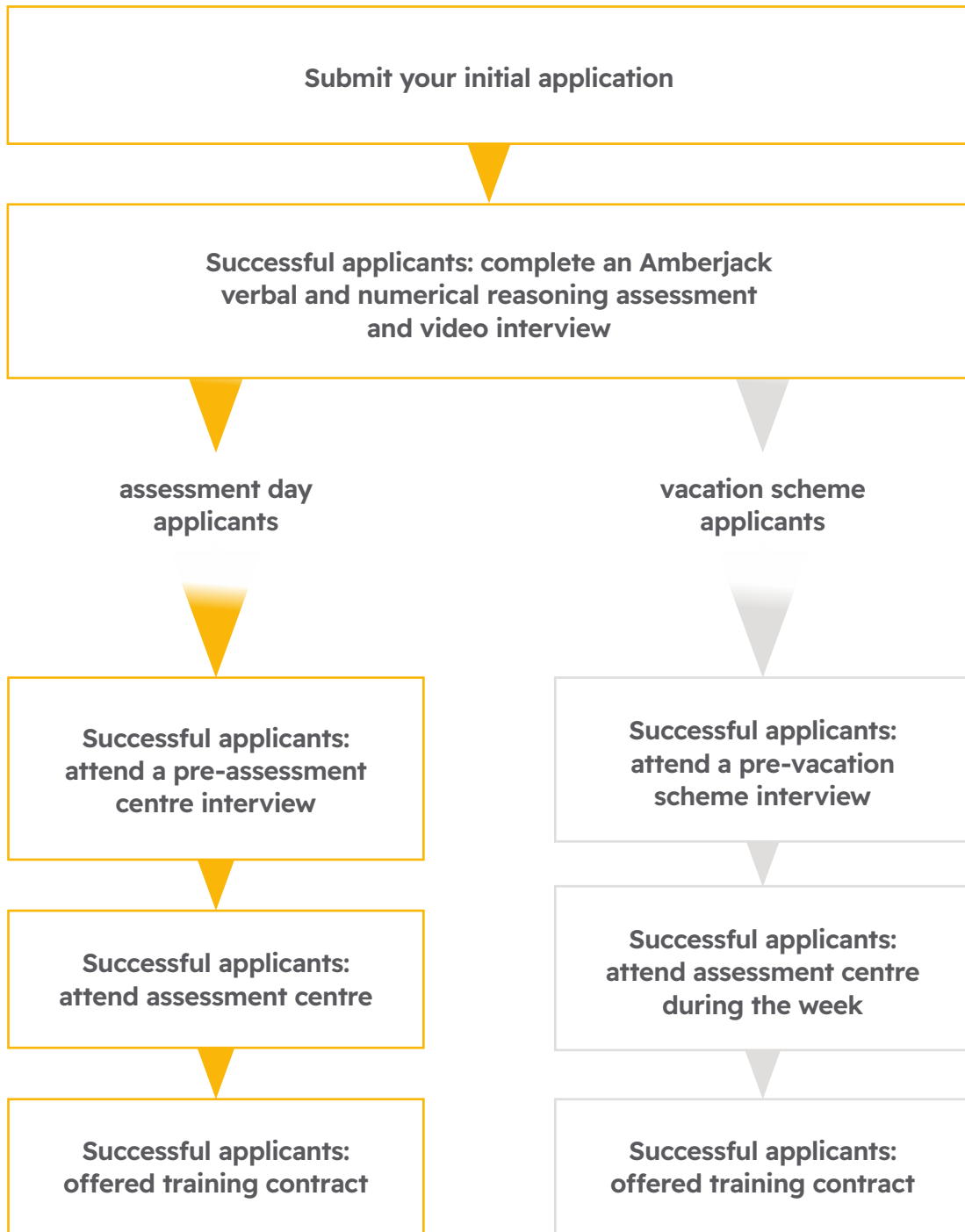
Our vacation scheme is a week-long opportunity to experience our firm and culture first hand. You'll gain an invaluable insight into Michelmores, our people and our work and it will help you to decide if we are the right firm for your training contract.

A quick guide to our vacation scheme

- You can choose to spend the week at our Bristol or Exeter office
- The scheme takes place in June and July each year
- You will sit within one of our legal teams for the week, work on a group project, attend talks and workshops and should aim to build your knowledge and skills
- You'll complete the assessments we need to decide if you are the right candidate for us
- You will be paid the Real Living Wage
- You'll benefit from a great opportunity to build your network and find out about the Firm

[Hear from our trainees about their experiences on the Vacation Scheme](#)

How to apply for our training contract



How to apply for our Graduate Solicitor Apprenticeship



Meet our Training Principal

Benn Richards, Partner & Training Principal



Where did you train?

A small commercial firm in the City in London which was swallowed-up by a National Law firm many years ago.

Do you have a law or a non-law background?

Non-law. I have a BSc in Sociology from the University of Bristol. I did the PGDip and LPC at the College of Law (now the University of Law) in Guildford.

What do you like least about the legal profession?

As someone who is a litigator, I find overly aggressive styles of litigation unhelpful and (occasionally) unprofessional. We are all just doing a job and a more constructive and collaborative approach makes for a much better case.

If you weren't a lawyer, what would you be?

Looking back to my time post-university, probably a role in education or politics.

What is your proudest career moment?

I have been fortunate to act on some significant cases (from Swissair, to Bernie Madoff and one of the largest ever UK bankruptcies) but obtaining my higher rights of audience (both civil and criminal) in 2005 and using it for the first time was a proud moment. I have my robes in the office in case I every need to dash off to court!

What was the biggest mistake you made as a trainee? What did you learn from it?

Like most people, many but thankfully nothing too significant. Messing up an index map search on a plot of land in central London was a "highlight". Thankfully an incredibly calm and understanding supervisor meant it was a near-miss rather than a big mess-up.

If you could describe your leadership style in three words, what would they be?

Well, I would hope people would say approachable, collaborative and supportive.

What is your favourite thing to do in your free time?

In no particular order: spend time with my family, walk my dogs and ride bikes (road, mountain and zwift). I also enjoy bike-packing but have swapped staying in tents to staying in hotels.

Given what you know now, what advice would you give to your trainee self?

Listen and take in as much as you can. Very often we all deal with things we do not know the answer to but we learn how to find out the answer. You are not alone, please seek guidance and assistance from your colleagues – we are a supportive and collaborative firm, so please do ask for help.

See more about life as a trainee at Michelmores on our website

Meet our HR Recruitment Team

Rebecca Pike, Early Careers Specialist



How did you get to where you are today?

Through my roles at Michelmores, I've had the opportunity to learn more about the different areas within HR which was a fantastic way to gain a wide range of experience. I also completed a MSc in Human Resource Management which allowed me to develop my knowledge alongside working too. Recruitment and particularly early careers recruitment was a real passion of mine and an area I really wanted to focus my career.

What do you like most about early careers recruitment?

Meeting candidates throughout the recruitment process! This could initially be at a careers event or during our Assessment Day, I really enjoy hearing about candidates interests and why they want to join Michelmores.

It's also extremely rewarding seeing candidates progress and celebrate huge career milestones; from joining the firm, moving through different seats and qualifying with us.

If you weren't in early careers/HR, what would you be?

A wedding planner! I've always liked the event aspect of my roles and I recently got married and really enjoyed the process.

What is your proudest career moment?

Being part of the Graduate Recruitment Team when we won 'Best Recruiter - Medium Regional Firm' at the 2018 LawCareers.net Training & Recruitment Awards. This was a really proud moment particularly as this was in response to survey feedback from our trainees and NQs, which was incredibly rewarding for us.

What have you learnt from your time in early careers/HR?

Actively getting to know more about different areas of the firm is a great way to learn. You can bring your learnings and wider understanding into your day-to-day role.

What is your favourite thing to do in your free time?

Trying new places to eat! I really enjoy eating with friends and finding new spots we haven't tried before. I also enjoy anything crafty; I find it a great way to relax.

Given what you know now, what advice would you give your younger self?

Make the most of every opportunity! Even if it's not something of interest currently it will most likely lead to learning something / meeting someone new and helping you in the future.

See more about life as a trainee at Michelmores on our website

Meet our HR Recruitment Team



**Ffion Crossland,
HR Advisor**

How did you get to where you are today?

I was lucky enough to stumble upon an HR Apprenticeship role which felt perfect for me at the time. Although knowing very little about HR and where this career could take me, my 18-month apprenticeship filled me with a range of great experience and knowledge that I have taken with me throughout my career so far.

What do you like most about early careers recruitment?

Being able to have a positive impact on candidates' careers and sharing wisdom with them is extremely rewarding. Watching candidates go from their initial application to offer and then through their training with us is inspiring. Their growth is always admirable and I am often very proud of how far they have come.

If you weren't in early careers / HR, what would you be?

I always wanted to be a midwife when I was younger. Although a very different career path, that is likely what I would have progressed if it were not for my HR career.

What is your proudest career moment?

My proudest career moment has been studying my CIPD course alongside full time working. This was certainly a challenge and

tested my time management skills but the relief and feeling of reward at the end of the course was worth all the stress.

What have you learnt from your time in early careers / HR?

To always ask questions and to dive into difficult challenges whenever they arise. Working in HR means you get to dip your hand into most things, and being able to immerse yourself into these situations can only better your career.

What is your favourite thing to do in your free time?

I enjoy going on long walks with my dog and looking at beautiful scenery. I also love cooking and taking time away from daily stress to taste new foods.

Given what you know now, what advice would you give your younger self?

All experience is good experience. Always put yourself out there to gain as much experience as possible in any capacity, as this only ever helps your career in the future.

See more about life as a trainee at Michelmores on our website

Key application dates



Training Contract Spring Assessment Day

Applications open 1 October 2024
Applications close 31 January 2025

Training Contract Summer Assessment Day

Applications open 1 October 2024
Applications close 2 June 2025

Vacation Scheme

Applications open 1 October 2024
Applications close 17 February 2025

Graduate Solicitor Apprenticeship

Applications open 12 May 2025
Applications close 8 September 2025

Contact us



If you have any questions about our graduate recruitment process please email:

gradrecruitment@michelmores.com

LinkedIn @Michelmores
Instagram @Michelmores
[michelmores.com](https://www.michelmores.com)

