

ROWLANDS

Training Contracts with Rowlands Solicitors LLP

At Rowlands we never underestimate the potential of our trainees - many become partners in the firm. We place considerable emphasis on recruiting and training the best possible applicants to ensure the continuing success of the practice.

We offer training in a diverse range of legal disciplines, providing a sound basis from which trainees can choose their ultimate area of practice. We provide practical experience, working within specialist teams and having direct contact with the various heads of departments.

We regard training contracts as the first step in your long term career and employment prospects. We are also proud of our success in placing our newly qualified solicitors in permanent positions within the firm - the majority of the present equity partners trained with the firm.

As a large Manchester practice with nearly 60 lawyers, we offer the practical experience to complement your academic qualifications. You will be expected to work on your own initiative, assuming growing responsibility for client matters but reporting directly to your supervising lawyer, a formula which should see your self confidence rapidly increase within an environment where advice and support is always at hand.

Liaising with the Training Partner, you will select four seats of six months. During each seat you will be given regular feedback on the work you have undertaken and undergo a formal appraisal when your views and progress will be discussed in relation to your personal development plan, aims and objectives.

Each trainee will be allocated a Senior Equity Partner who will act as a mentor throughout the full two years of their training contract. The purpose of the mentoring scheme is to address any adjective issues which may adversely affect your performance during your contract and is designed to ensure that small problems do not become insurmountable.

Investment for Life

We understand that you are looking for the best training contract, as it will have a direct and permanent effect on your future career.

We sometimes hear of trainees who are unhappy about the quality of their training, spending too much time on routine matters and being given too little responsibility. At Rowlands we ensure that our trainees are provided with the right amount of responsibility and given challenging and rewarding tasks. We provide opportunities to gain experience in:

- Contentious and non-contentious work
- Advocacy and oral presentation skills
- Dispute resolution
- Communication skills
- Case and transaction management
- Negotiating settlements
- Client care and practice support skills
- Interviewing techniques
- Legal research skills

Rowlands offers training seats in four of the following disciplines:

- Personal Injury
- Commercial and Company
- Foreign Property
- Divorce and Matrimonial
- Wills, Probate & Trusts
- Inheritance Tax Planning
- Commercial Property
- Domestic Conveyancing
- Civil Litigation
- Childcare Law
- Employment
- Criminal Litigation

Our trainees focus on achieving the long term practical skills which will become so necessary post qualification and which are viewed with the highest regard throughout the profession.

There will be the opportunity to assume increasing levels of responsibility and your own caseload at an early stage in your training contract, subject to your capabilities. We are authorised by the Law Society to conduct in-house training courses enabling all our lawyers and executives to acquire the necessary CPD requirements and extend and update their legal knowledge across our full range of legal disciplines.

Manchester is one of the most exciting and vibrant cities in the UK providing a quality working environment, matched by equally impressive leisure opportunities. Premiership football, first class cricket, the highly acclaimed Royal Exchange and Lowry Theatres as well as the internationally renowned Halle Orchestra provides a rich cultural environment.

Requirements

Competition for training contracts is very fierce and so we expect the highest standards from applicants. Those considering applying for a trainee contract should normally have:

- a 2.2 degree or above, predicted or achieved - from Oxbridge or one of the Russell Group of Universities
- LPC first time pass predicted or achieved
- excellent communication skills - both oral and written
- a positive attitude and be self motivated and enthusiastic
- an excellent level of attention to detail

And be:

- organized and focused on achieving results within tight deadlines
- willing to make a long term commitment to the practice

In reality first class lawyers combine academic ability, common sense and personality and so we would still like to hear from you, even if you don't strictly fulfill all the above criteria.

Application Process

Applications for training contracts should be received before the end of July, two years prior to the proposed commencement date of the contract. Interviews are conducted in September and appointments are made in October of the same year.

The successful applicants are contacted shortly prior to their commencement to discuss the seat in which they will work during their first six months. All applicants must provide two references covering their suitability for training and must consult with the practice regarding their choice of options for the solicitors' finals.

The practice places great emphasis on marketing and trainees will be given appropriate training and expected to participate in promoting the practice.

Preferences

While every effort is made to meet the wishes of applicants in relation to their preferred seats some flexibility will inevitably be required.

To apply for a trainee position please complete the online form available on the Rowlands Website at: <http://www.rowlands-solicitors.co.uk/Recruitment-Opportunities-at-Rowlands.html>

Alternatively, please send your CV with a covering letter to:

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