
FREETHS

GRADUATES



WE NURTURE | YOU GROW | WE BOTH REAP REWARDS



We are totally committed to nurturing and growing talented and motivated graduates

Freeths is one of the UK's leading national law firms, operating from offices in Birmingham, Bristol, Derby, Leeds, Leicester, Liverpool, London, Manchester, Milton Keynes, Nottingham, Oxford, Sheffield and Stoke on Trent.

We are committed to continuous improvement and our increasing success as a business is built on achieving results for our clients. We work in close partnership with clients, providing positive, practical solutions and clear, comprehensive advice.

For lawyers starting out in their careers, Freeths is a place where individuals really matter and can make a difference to the future shape and direction of the firm.



"One of the reasons I chose to apply to Freeths was the reputation it had as a friendly firm. To date, I am still pleasantly surprised by just how approachable and helpful everyone is at the firm. On several occasions, I have sought advice from colleagues in other departments and offices and each time I received an immediate and helpful response."

Serra Lee
Solicitor

Together, we can develop into a great team

Career Opportunities

Freeths has ambitious goals for the future and, in order to achieve those goals, we have a continuing need for quality people to join our team.

This creative and dynamic work environment provides the perfect training ground to support our graduate programmes. At Freeths we offer an innovative range of graduate opportunities with multiple programmes ensuring we provide you with the best possible career development, tailored to your needs. If you are a bright and talented individual who will bring commitment and critical thinking to our firm, we are ready to invest in you. Please pick up our programme insert for more details.

How to apply

We only accept applications through our on-line system which can be accessed via our website at: <http://www.freeths.co.uk/recruitment/graduates>. Information about the firm and what our trainees say about us can also be found on our website. In your application you will be asked to include a short introduction about yourself, including why you have chosen to pursue a legal career and why you have chosen to apply to us. You will be asked for a full account of your school and university careers, including exam results. We want to know about your skills and achievements, languages, outside interests and work experience, and how these might be useful to a career here at Freeths. We also ask you to complete the equal opportunities monitoring section, in accordance with the firm's equal opportunities policy.

"I started my journey at Freeths in 2013 as a legal assistant in the Nottingham office. Since then, Freeths has encouraged and supported me through my GDL, LPC (both whilst working as a legal assistant) and training contract in the London office. I've also had the opportunity to go on secondment to one of the UK's largest media corporations and get great exposure to an important client.



I have always felt the focus at Freeths is on valuing and getting the best out of individuals, by giving trainees responsibility from an early stage, but also giving us opportunities to get involved in much more than just legal work, for example CSR schemes, charity initiatives and social committees."

Amy Weir
Trainee solicitor

What we look for

Individuality. There's no such thing as a typical Freeths candidate! We are open-minded and interested in people who share this quality. Naturally we are looking for individuals who can demonstrate strong academic performance, but beyond this we want to see evidence of teamwork, motivation and drive, communication skills, planning and organisation, critical thinking, commercial awareness and commitment – both to a career in law and to a career with Freeths. We mean it when we say your university and degree subjects don't matter – we have a true mix of trainees from both law and non-law backgrounds and we do not have a shortlist of preferred universities. To help us identify outstanding graduates we use contextualised recruitment. This system hardwires social mobility metrics into our graduate recruitment processes which enables us to better understand candidate achievements within the context of their educational, social and personal circumstances. This means that rather than relying solely on academic achievements, we are able to consistently and objectively identify stand-out graduates from a variety of backgrounds. We usually recruit for a start date in September but sometimes we are able to accommodate a March start.

The interview process

If your application is successful we will arrange for you to be interviewed by one of our graduate recruitment team members. If you get through the interview stage you will be invited to our Selection day, which comprises a number of individual and group activities. The purpose of the day is to assess your skills and knowledge and your motivation for a legal career. You will then be given a guided tour of our offices by one of our current trainees, who will chat to you informally about their experiences of Freeths' training.

If you are offered a place on one of our graduate programmes you are welcome to come back for another visit so you can meet more people and ask more questions before you make up your mind.

We reimburse reasonable travel expenses. If you are travelling from overseas, please check with us before making your travel arrangements.



"I took an alternative route into law, choosing to work as a legal assistant whilst studying for my LPC. The variety of work has meant that I get an insight to many different aspects of life which for me is a big attraction. Looking back over my career, I realise how fortunate I was in my training. A good training contract really is paramount. It's the biggest and steepest of learning curves but if you get it right it should set you up ready to start in your chosen discipline. Being a part of Freeths has added to that. I am now one of a network of solicitors that work together to provide a variety of services for our clients."

Zalena Vandrewala
Senior Associate

Want to check us out?

If you want to find out a bit more about us before you apply, come and see us at law fairs. A list of the law fairs we attend is on our website.

Stay in touch

You may be applying for a training contract that will not start for up to two years ahead, but we want you to feel part of the firm straightaway. That's why we will keep in touch once you have accepted our offer and invite you to various social functions. So, by the time you arrive for your first day you should feel very much at home with us.

Timescales & locations

The Freeths training contract is usually made up of a number of 6 month seats. The length of the training contract depends on which scheme you join. For more information on this see the enclosed flyer. We have two graduate programmes, both leading to qualification as a lawyer. You apply for them in the same way, all you need to do is decide which one to apply for. Simple!

Unless you have expressed a preference for which office you want to work in, an offer of training contract means that you could be placed in any of our offices for the duration of the contract or you might spend time in more than one of them during your contract.

"I joined Freeths as a legal assistant and having fortunately secured a training contract, am now a trainee. The legal assistant programme offered by Freeths provides a variety of challenges and essential legal exposure; which has helped me to prepare for life as a trainee by developing my skills and confidence through real-world experience. I had already completed my LPC course prior to joining Freeths; however, the legal assistant programme does support legal assistants in their studies alongside working.

Throughout my time as a trainee, I have been encouraged to be hands-on and practical. I have felt supported by members of my team and my assigned trainee mentor, whose role it is to provide guidance in relation to the development of my career. Regularly interacting with senior members of staff, and receiving structured reviews every 6 months, has aided my development and helped me to keep track of my personal progression.

Freeths is a fantastic firm to work for and provides a friendly working environment whilst development and progression remains a key objective."



Hannah Greatbatch
Trainee solicitor

Your success helps our success. It's as simple as that

Your training/seats

Whichever programme you join the Freeths training contract will be based on six month rotations through a number of departments or practice areas – known in the legal profession as 'seats'. You will sit with a partner or an associate and actively contribute to the day-to-day work of that department – working on transactions and cases, taking real responsibility and gaining plenty of client exposure. In addition to your seat-based learning, you will be invited to attend internal seminars taking place in the departments, all of which will enhance your ability to contribute to the teams you join during your training contract. Before each seat you will undertake department-specific training to ensure that you are able to make the most of your time in each department.

We try to allocate no more than one trainee to each team. This means that trainees enjoy high levels of involvement with the work of the team and don't feel that they have to compete with anyone else for the attention of their supervisor or to be given good quality work and contact with clients. Your supervisor will give you regular feedback and conduct an appraisal with you at the end of the seat so you are fully aware of your progress.

The seats are usually allocated about 1-2 months ahead of when the trainees are due to move seats. There are no compulsory seats, although we do of course ensure that all trainees complete the seats necessary to meet the requirements of the SRA (i.e experience of 3 separate areas of law including contentious and non-contentious work).



"Looking back at my progress, I consider that I have improved greatly in my skills and confidence. That familiar feeling of uncertainty is slowly ebbing away with the exposure and experience I gain.

The environment at Freeths is mixed. It is a hard working environment mixed with the right amount of socialising which is the perfect way to get to know other like minded people in the office/firm and outside professionals. I like the fact that Freeths is evolving especially during its expansion which can only increase the benefits and opportunities it offers its employees and I am excited to see what the future holds for the firm."

Mina Patel
Solicitor



Each office has a good mix of seats on offer and there is a 'standard core' of seats which are usually available in most offices:

Business Services

Commercial, Corporate, Debt Collection, Dispute Resolution, Insolvency & Insurance

Planning & Environment

Real Estate

Construction

Retail

Employment

Private Client

Clinical Negligence, Court of Protection, Family, Personal Injury, Probate, Residential Property, Trusts, Wills

Insolvency

Intellectual Property & IT

Litigation

Your development is very important to us. Training and support is delivered in a variety of ways, whether this is achieved through mentoring by your trainer or attending departmental-specific courses. People at every level of the firm go out of their way to help you, and there is a good balance between support and supervision and being allowed to work independently. We want you to succeed and to develop a long-term career with us and our retention rates on qualification reflect this.



"Nine years after starting my training contract with Freeths I became a partner in the firm. Not only was the training excellent but I also enjoyed being given client contact and responsibility from the first day that I started. That training continues throughout your career and the firm strives to make its trainees and solicitors the best they can be. The quality of work and quality of client are excellent and so you can be guaranteed to work on taxing and rewarding projects. If you are good at what you do, you get the recognition you deserve."

Guy Winfield

Partner

Corporate Social Responsibility

Right to Read

Working with Business in the Community, we currently have active Right to Read programmes operating in the majority of our offices in collaboration with local primary schools. This is a national campaign that promotes literacy in primary schools, by recruiting volunteers to spend an hour a week reading with children. Volunteers from Freeths are asked to listen to children read, talk to them about the reading material and get involved in literacy games.

Secondary and University projects

In partnership with IntoUniversity we host Business in FOCUS events, these events provide students with an insight into the legal profession and promote skills in leadership and teamwork. We work with local secondary schools to deliver careers workshops and classroom mentoring.

Legal Pro Bono

This is legal work we do without charge in a range of situations as part of our commitment to the wider community. Our medico-legal team, for example, takes on a range of pro bono work for victims of medical accidents, including some quite substantial cases.

Charity support

This year we are proud to support Mind.

Mind is the leading mental health charity in England and Wales. Mind is there to make sure anyone with a mental health problem has somewhere to turn for advice and support.

Our national CSR Committee works with our charity partners to provide staff with a variety of fundraising, volunteering and learning opportunities related to the work of the charity. Charity days are often held within our offices. We have also achieved great success for our charities through larger collaborative events, including a sky dive, multi-office talent show and the Tour de Freeths national cycle relay.

We are equally keen to engage with charities on a local level, with each office choosing their own local charity to support. This ranges from food and clothing banks to local hospices and air ambulances.



Diversity

Being a diverse and inclusive firm is at the heart of our brand touchstone. We are passionate about the benefits of diversity and inclusion both from our people and a business perspective and it is this commitment that helped us to win many awards including the “most diverse firm 2015” from the Black Solicitors Network, highly commended award for our “inclusive recruitment” by the ENEI in 2016 and “advancing social mobility in the workplace” in 2017. We are also in the Times Social mobility Index 2017 and 2018 and were recently awarded a ‘Talent Match Gold’ award, which recognises us as a youth employer.

As part of our diversity strategy, we work closely with a number of diversity charities and organisations and this includes being a Stonewall Diversity Champion, a lead sponsor of the Vital Women of the Year Awards, our Right to Read Programme and partnerships with Pathways to Law and Change100.

Our firm Chairman also chairs our active Diversity and Inclusion Committee. The committee run a varied social programme of events throughout the year aimed at raising awareness of diversity and inclusion topics – so far this has included EID, Diwali, Chinese New Year, Black history Month, LGBT history month and many more! The committee have also recently established Shine, our LGBTQ+ and Allies network.



What our firm Chairman says: “As Chair of the diversity and inclusion committee, I understand that creating an environment where everyone feels valued, recognised and most importantly able to be themselves at work is critical to our future progress. This is both my focus and that of the D&I Committee. Whilst we are proud to have been recognised externally for our diversity initiatives, the biggest measure of success for me is the positive feedback received from staff and their enthusiasm to deliver even more initiatives and events towards our goal of being truly inclusive.”



“I started as a Legal Assistant and studied my LPC part time during my training contract. As part of my training contract I had the opportunity to undertake a 6 month secondment with a key client of the firm. I am now a qualified Solicitor working in Real Estate in Nottingham. I’ve been supported and encouraged throughout my time at Freeths and I look forward to seeing where my career at Freeths takes me next.”

Catherine Sharpe

Solicitor

Our Business. Your Future

As a heavyweight commercial law firm, we have a full range of services available to our clients. The firm is organised into four divisions: Real Estate and Construction, Commercial Services, Private Client and Personal Litigation.

We have an outstanding reputation in Commercial Property and we act for a number of household-name residential developers as well as significant development clients in the commercial arena. The property team also includes a specialist Planning Unit with town planners working alongside planning lawyers to provide a comprehensive service.

Our highly rated Construction team is top ranked in the region and acts for substantial clients in the construction industry as well as supporting the work of our property development lawyers.

Within the Commercial Services Division we have a number of specialist units. The Business Services teams offer a broad spectrum of business advice including commercial contracts, risk management and dispute resolution.

Corporate is a major part of our work and the team handle a wide range of corporate transactional work such as mergers and acquisitions, private equity transactions and corporate restructuring for a range of clients, including management teams and banks.

Most business clients have a need for employment advice and we have a strong team with a focus on ensuring that our clients have sound HR policies and documentation to support their business objectives. When issues do arise, we act quickly to resolve disputes, minimising disruption and cost to the business.

Other specialist teams focus on specific legal issues including Information Technology and Data, Intellectual Property, Insurance Services and Taxation.

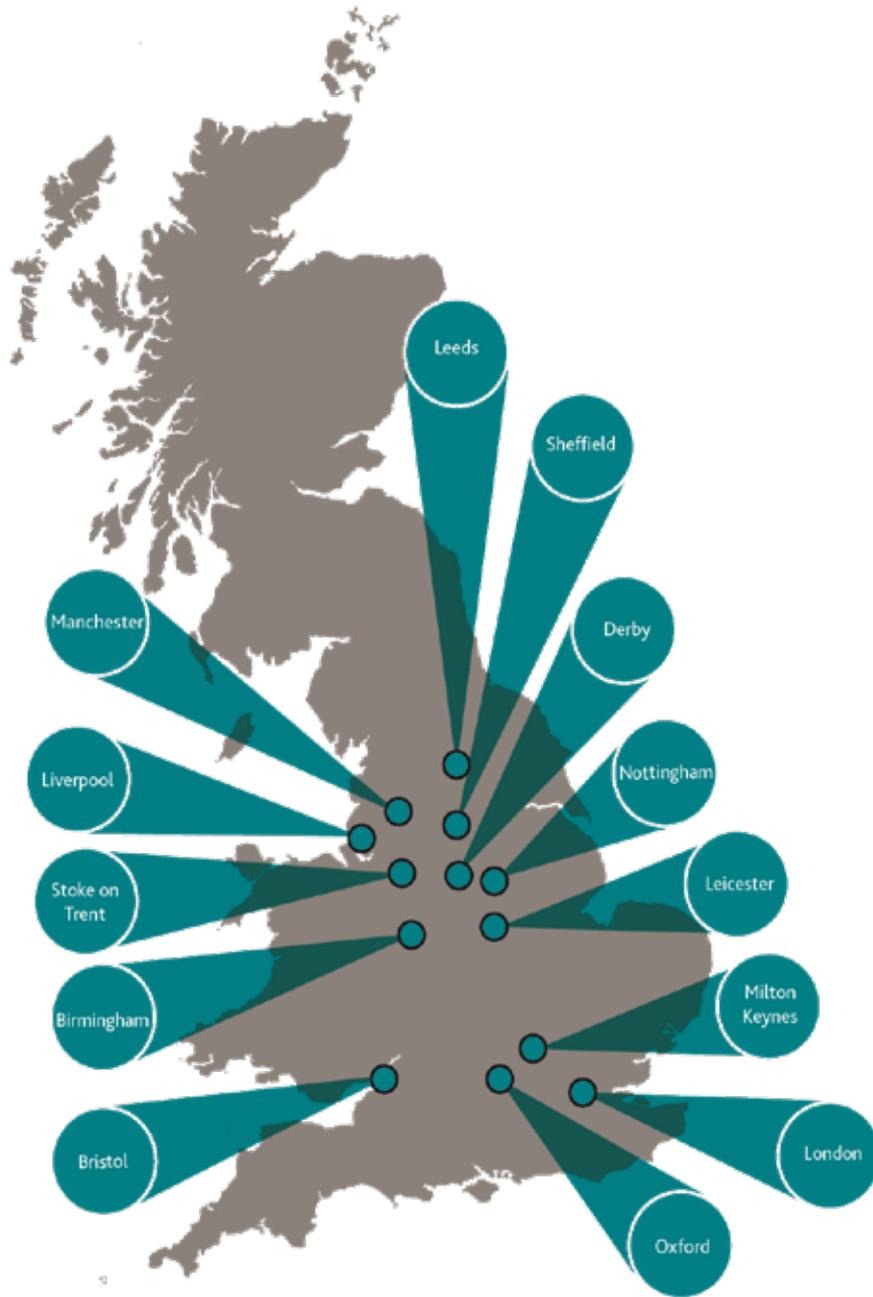
In addition to the services to business clients, the firm is committed to advising its private clients on a wide range of issues including wills and probate, care of the elderly, trusts, financial services, family law and residential conveyancing. Members of the Personal Litigation Division have a national reputation in complex clinical negligence and personal injury claims. Our Personal Injury Team has specialist expertise in dealing with all types of injury claims, particularly cases of maximum severity involving serious head and spinal cord injuries, and industrial disease cases. Our Clinical Negligence Team handles compensation claims for people who believe that they have been injured as a result of negligent treatment provided by a health care practitioner.

In addition, our Family Unit always strives to achieve the best outcome on dispute resolution (through collaborative law) to avoid the case going to court. When this is not possible, we offer specialist advice on the implications of divorce, financial aspects of the case and on legal issues concerning children.



"I still remember my first day as a trainee vividly. Within five minutes of being introduced to the team I was knee deep in the preparation of a fifty lever arch file trial bundle for a multi million pound claim in the High Court. This pace, variety and quality of work remained throughout my training contract and has been invaluable in preparing me for qualification."

Andrew Rathi
Solicitor



National reach | Local presence | More than Just lawyers



FREETHINKING

It's what we add to every legal answer

Graduate recruitment team. We're here for you

Our graduate recruitment team is responsible for the recruitment process of trainees and their continued welfare and development from the time of accepting an offer through to qualification.

If you need more information, please contact:

Carole Wigley, HR Director
on **0845 274 6815** or you can email
carole.wigley@freeths.co.uk

Find us www.freeths.co.uk



Silver



Thinking differently | Building Trust | Delivering results