

4 NEW SQUARE

CHAMBERS

2027-2028

Pupillage

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A pupillage at 4 New Square is an exceptional opportunity to join one of the leading commercial chambers, which is known for both its breadth of practice and commitment to developing new talent.

For over 70 years, 4 New Square has built a reputation across a wide spectrum of commercial law. We have expertise in arbitration, banking and finance, commercial dispute resolution, construction, costs, fraud, insurance, offshore, professional discipline, professional negligence, and sports law. Beyond commercial practice, our members practice in public international law, public law, and human rights, providing a dynamic and supportive environment for those interested in these fields as well.

Our members are involved in some of the most high profile and significant cases undertaken at the Bar today and have been involved in many of the landmark cases that have shaped the legal landscape.

We aim to recruit four new tenants each year, and prioritise selecting tenants from our own pool of 12-month pupils. With a strong commitment to training and mentorship, we work hard to ensure that every pupil reaches their full potential.

I look forward to welcoming you to 4 New Square. Here you will find unparalleled opportunities to develop your skills, tackle complex legal challenges, and build a fulfilling career alongside some of the brightest minds at the Bar.

THOMAS OGDEN
HEAD OF PUPILLAGE
COMMITTEE



At a glance

£90,000

ANNUAL
PUPILLAGE
AWARD (SECOND
SIX EARNINGS
IN ADDITION)

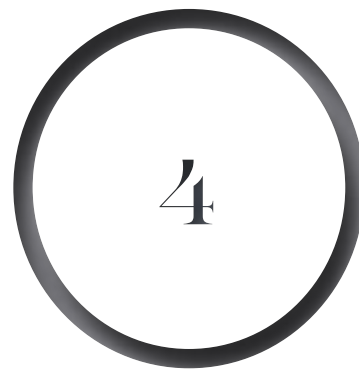
£10,000

PAID ON
ACCEPTANCE
OF OFFER

£20,000

AVAILABLE TO DRAW
DOWN DURING BPTC

OVER
70
YEARS OF
EXCELLENCE



THE NUMBER OF TWELVE
MONTH PUPILS WE AIM
TO TAKE EACH YEAR



Our expertise

ALTERNATIVE DISPUTE RESOLUTION	OFFSHORE
ARBITRATION	PRODUCT LIABILITY
BANKING & FINANCE	PROFESSIONAL NEGLIGENCE
CIVIL FRAUD	PROPERTY DAMAGE
COMMERCIAL LITIGATION	PUBLIC INTERNATIONAL LAW
COMPANY & INSOLVENCY	PUBLIC LAW & HUMAN RIGHTS
CONSTRUCTION & ENERGY	REGULATORY & DISCIPLINARY
COSTS	SANCTIONS
GROUP LITIGATION	SPORT
INFORMATION TECHNOLOGY	
INSURANCE	

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From £1 billion commercial disputes, to high profile human rights cases and battles for Premier League football teams, with a solid supply of interesting professional indemnity work — all stimulating and exciting.

READ ABOUT OUR
RECENT CASES



Why 4 New Square?

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This is a collegiate set. It's not just an open door culture - people actually have their doors open, and are willing to give advice (from the most senior silks on down).

Our pupillage program is carefully designed to provide **comprehensive, structured training** that equips you with the skills needed for a successful career at the Bar. You will benefit from a **friendly and collaborative** environment where everyone is committed to supporting each other's growth.

Chambers values **equality and inclusivity**, creating an environment where all pupils can thrive. You will gain exposure to a broad-range of **high-quality work** across diverse practice areas, ensuring a well-rounded foundation. During your second six, you will have court experience in your own right that accelerates your

development and prepares you for life as a barrister.

We offer a **genuine pathway to tenancy**, with many of our pupils successfully joining chambers as tenants. Throughout your pupillage, you'll have access to **first-rate facilities**, including IT, clerking, and marketing and business development resources, all designed to support your success.





The Pupillage Year

The First Six Months

In your first six months, you will be introduced to members of chambers, the clerks, and support staff, making you feel **part of chambers from day one**. You will complete two seats, each lasting three months, giving you a broad and immersive introduction to our work. During this time, you will attend court, conferences and client events with your supervisor, closely observing their practice, and you will actively assist with their casework, gaining valuable **hands-on experience**.

The Second Six Months

In your second six months, you will continue to do work for your supervisor but also start taking on your own work. This will involve your own written work and court appearances. You will keep all the fees earned from this work in addition to your pupillage award. Around nine months into your pupillage, you will receive a decision on tenancy, providing clarity on your future at chambers as you continue to build your practice.

Assessed Work and Training Courses

In addition to work for your supervisors, there are normally **two advocacy assessments** and three written assessments each of which are marked by members of chambers other than your supervisors. Our non-assessed training covers areas of work where, in our experience, new pupils need further assistance and, as you approach your second six, the type of hearings and applications you are likely to be instructed on.

Life at 4 New Square

At 4 New Square, we believe professional success thrives alongside a culture of **support, collaboration**, and **connection**.

We encourage a healthy **work/life balance**, helping pupils and members establish sustainable working patterns that allow time away from work.

There is a **lively social scene**, with activities ranging from chambers' lunches, drinks evenings, and weekly afternoon tea and cake.

We believe that great barristers come from all walks of life and that everyone performs at their best when properly supported. These

values underpin our culture of **mutual respect, inclusivity**, and **friendliness**.

We provide support to colleagues regardless of background, age, gender, race, ethnicity, religious beliefs, sexual orientation, physical abilities, or gender identity, ensuring all members can thrive professionally and personally.

Corporate social responsibility is central to life at 4 New Square, encompassing access to the Bar initiatives, wellbeing programmes, pro bono work, and measures to reduce our environmental impact.

Our facilities combine traditional elegance with modern functionality.





Support when you need it

We believe that **comprehensive support** is essential to your success, and we are dedicated to providing it every step of the way. During your pupillage, you'll be guided by three **experienced pupil supervisors**, each selected to give you a broad range of exposure to the **diverse work** we undertake. This structure ensures that you experience different areas of law and styles of practice, helping you build a well-rounded foundation.

You will have the opportunity to shadow your supervisors closely, sitting in their rooms and actively participating in their practice, whether in chambers, in court, or in client meetings. This day-to-day engagement provides **essential, hands-on learning** and the chance to see a barrister's working life up close.

In addition to supervision, our **dedicated mentoring** system provides confidential support, giving you a safe and reliable place to seek guidance outside the formal assessment process. These mentors are here to support your well-being and professional growth.

Constructive feedback is a cornerstone of our approach. At the end of each seat, you will receive a detailed written appraisal, followed by a formal review meeting with the Senior Clerk and Head of Pupillage. This feedback identifies areas for improvement and tracks your development, ensuring you have the support needed to continually **progress and succeed**.

What we are Looking For

We welcome applications from candidates from all backgrounds and universities.

Intellectual Ability

Evidence of the requisite intellectual ability, as distinct from pure legal knowledge. At this stage intellectual ability is usually measured by performance in university and school examinations and at interview. We may also require applicants to complete a piece of written work during the selection process.

Advocacy

Potential as an advocate both in oral and written advocacy.

Personal Qualities

Self-reliance, independence, integrity, reliability and the capacity to work effectively with clients, colleagues and chambers' staff.

Motivation

Motivation to succeed in a career at the Bar, including the steps taken to acquire the personal qualities required of a barrister.



Read more about our selection criteria and commitment to equality and diversity

Application Timeline



Top Tips for Pupillage

Know your set

A targeted application will always be better than a generic one. Do your research and think carefully about what makes a particular set stand out and why you are interested in its practice areas. This will help you give a more authentic response.

Keep it short and structured

Wordcounts are limits, not targets. Short, concise and well-structured answers will give a better impression than long-winded ones. The application is your first chance to impress with your written advocacy.

Play to your strengths

The Bar is not a 'one size fits all' profession. Individualism is encouraged and your application will be more memorable if you draw on distinctive experiences, interests or qualifications that reflect your personality.

Remember the interview

Everything you write is an invitation for interviewers to ask you follow up questions, so only include things you are comfortable discussing. Recent judgments are a case in point: it's much better to reference a few you are familiar with, rather than a long list you have pulled together from Westlaw or a chambers website. Be prepared to showcase your oral advocacy, giving appropriately paced, structured and persuasive responses.

FAYE
METCALFE
BARRISTER



FAQS

Will I be expected to be in chambers every day?

Yes, we encourage you to come into chambers every day as it will give you a chance to meet more members of chambers and take part in chambers' activities.

Will my pupil supervisor be in chambers every day?

It is likely that your pupil supervisors will sometimes work from home. However, they will maintain regular contact with you both online and in person. Even if your supervisor isn't in Chambers, we ask pupils to come into Chambers as we think it helps them better to integrate into Chambers' life.

Is it a good idea to have a mini-pupillage at 4 New Square before applying?

Whilst it is not essential to have completed a mini-pupillage at 4 New Square, we encourage potential applicants to do so.

Where can I find advice in relation to preparing for pupillage applications and interviews?

As well as the information on our pupillage page, there are various online resources available including [Chambers Student](#) and [Legal Cheek](#). You will also find a link in this brochure to our video on applying for pupillage.

Is there any support if I am not offered tenancy at the end of pupillage?

We cannot guarantee that any pupil will be offered a tenancy, but we recruit by objective standards, and any pupil reaching those standards will be taken on.

We give every assistance to pupils who have not been offered a tenancy when seeking places in other chambers. We also find that our former pupils are sought after by good firms of solicitors.

Is there support for new tenants joining after pupillage?

To assist new tenants to start their careers after pupillage on a sound and stable footing we provide guaranteed minimum earnings for the first 3 years of practice (£95,000 in year 1, £105,000 in year 2 and £115,000 in year 3). These earnings are normally exceeded by a considerable margin. To assist with cash flow, guaranteed earnings are paid in 12 equal monthly instalments in the first year of tenancy.

Room rent is not charged in the first year of practice and is subsidised in the second year.

Read more about mini-pupillage at
4 New Square Chambers

READY TO APPLY?
CLICK HERE.



Find out more

Who We Are

Applying for Pupillage

Life as a Pupil

 www.4newsquare.com

 www.linkedin.com/company/4-new-square

 www.youtube.com/@4NewSquare_Chambers

Contact us



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4 NEW SQUARE

C H A M B E R S