



## **Devon Chambers Pupillage Criteria/Scoring System for interview**

Devon Chambers only offers pupillage to those applicants who we believe have the potential to become tenants, although tenancy is not guaranteed. Therefore, we apply the same criteria to our applicants for pupillage as we do for our tenants.

Devon Chambers looks for those individuals with the potential to become excellent advocates who are keen to learn, are bright, have the ability to build their own practice, thrive on hard work and have something to offer Chambers as a whole.

The criteria Devon Chambers apply are:

1. Intellectual Ability (max. 15 marks)
  - a. Academic Ability
  - b. Sound working knowledge of the law and recent developments within it
  - c. Processes complex information quickly and can identify the key points
  - d. Capability to react/adapt to new information
  - e. Demonstrates analytical reasoning
  - f. Is able to structure and organise thoughts logically
  - g. Demonstrates lateral thinking
2. Advocacy Ability (both written and oral) (max. 15marks)
  - a. Prepares clear, concise and accurate written work in a persuasive manner
  - b. Ability to present an oral argument clearly, concisely and persuasively
  - c. Engages the listener
  - d. Is flexible in the manner of presentation so as to be able to clearly communicate with a range of individuals

- e. Ability to exude confidence and competence in the delivery of arguments

3. Working Methods (max. 10 marks)

- a. Demonstrates initiative, self reliance and independence
- b. Is eager, constructive and aware of the current commercial developments
- c. Is conscientious
- d. Is resilient, able to tackle stressful situations and remains calm under pressure
- e. Considers and responds well to alternative methods of dealing with situations
- f. Demonstrates a sense of fairness and is able to determine clear boundaries between what is right and wrong
- g. Demonstrates common sense and sound judgment

4. People Skills (max. 10 marks)

- a. Develops positive working relationships with others, whether Judges, professional clients, lay clients, other members of the Bar or clerks
- b. Ability to relate to and empathise with others
- c. Is courteous and respectful at all times
- d. Is prepared to fight on behalf of their clients regardless of their personal views

5. Self Awareness (max. 10 marks)

- a. Understands the realities of the career and appreciates when assistance is required
- b. Recognises when guidance is required and seeks assistance
- c. Is aware of how he/she is perceived by others
- d. Shows discretion and awareness in the sharing of information
- e. Is receptive to feedback and reflects upon his/her own performance in order to improve
- f. Demonstrates awareness of equality and diversity

6. Commitment and Motivation (max. 15 marks)

- a. Shows commitment to a career at the Bar and Devon Chambers
- b. Understands what a career as a self-employed barrister entails
- c. Is determined and eager to put in the effort to establish a good practice
- d. Is willing to engage with Chambers events and contribute to all aspects of Chambers life