Blackstone
CHAMBERS

Selection Criteria

AUTUMN 2026

Selection Criteria

We assess applications for pupillage at Blackstone Chambers by reference to the following competencies:

Academic Ability
1.1 Formally assessed qualifications at degree level, including any postgraduate degrees, and professional or vocational qualifications. (Note that we treat the GDL, and an accelerated law degree, as a postgraduate degree in this context.)
1.2 Academic awards, scholarships, prizes, and/or publications of exceptional note.
1.3 Academic references (but only at the final interview shortlisting stage).

Analytical Ability
2.1 Deals effectively with written, numerical and spoken information.
2.2 Approaches a large amount of information in a structured manner.
2.3 Efficiently distinguishes between relevant facts and irrelevant information.
2.4 Relates facts to applicable legal principles where relevant.
2.5 Unpicks complex arguments.
2.6 Does not over-interpret information or make unwarranted assumptions.
2.7 Demonstrates good judgment.

Effective Communication & Advocacy
3.1 Communicates clearly, (giving sufficient background information to aid understanding without overloading audience).
3.2 Structures communication to aid understanding.
3.3 Adapts style and language of communication to the needs of the audience.
3.4 Presents complex legal points simply and accurately.
3.5 Listens to others and builds on their points.
3.6 Builds logical, rational arguments based on fact.
3.7 Predicts objections and has arguments ready to address them if raised.
3.8 Is able to influence the audience persuasively.

Motivation
4.1 Demonstrates a realistic understanding of what a career as a barrister entails, incl. positive and negative aspects of the role.
4.2 Demonstrates motivation and commitment to a career as a barrister.
4.3 Demonstrates a strong motivation for a career at Blackstone Chambers and relevant practice areas.
4.4 Has researched and understood Blackstone Chambers practice areas.

Working with Others

5.1 Builds effective working relationships with a range of different people.
5.2 Works well as part of a team.
5.3 Treats others with courtesy and respect.
5.4 Understands and empathises with different points of view.

Resilience & Determination

6.1 Remains calm, objective, confident and in control under pressure.
6.2 Is comfortable and skillful in handling conflict/opposing views.
6.3 Focuses on achieving outcomes.
6.4 Works to get round obstacles; does not give up.
6.5 Is proactive in shaping what gets done, being aware of boundaries of own.
6.6 Ensures deadlines are kept and promises met – demonstrates a good work ethic.

Ability to Work Independently

7.1 Demonstrates ability to work independently.
7.2 Able to rely on their own judgment when guidance cannot be found elsewhere.
7.3 Does not get distracted or demotivated when working alone.

The table below provides information as to the stage of our process at which each of the competencies are assessed. All information obtained throughout the application process will be considered by the pupillage committee to determine which of the candidates invited to final interview should receive offers of pupillage.

Competency	Application Form	MP Supervisor Assessment	MP Set Work	Pupillage Interview / Pupillage Offer
Academic Ability	✓			✓
Analytical Ability	✓	✓	✓	✓
Effective Communication & Advocacy	✓	✓	✓	✓
Motivation	✓	✓		✓
Working with Others		✓		✓
Resilience & Determination	✓	✓	✓	✓
Ability to Work Independently		✓	✓	✓