

Pupillage

www.quadrantchambers.com

“The barristers at Quadrant are some of the best
you’ll come across anywhere”

(Chambers & Partners, 2022)





Virtual Speed Moot 2023

Quadrant Chambers Virtual Speed Moot

30 October 2023

Quadrant Chambers will be holding a virtual speed moot, open to any students who are considering applying for pupillage during the 2024 pupillage round.

The evening will also feature workshops and talks covering pupillage, life at Quadrant and the commercial bar.

Follow @qpupillage on Twitter, or Quadrant Chambers on Instagram for latest updates.

We have a wealth of resources on our website and YouTube channel. Check out our QBiTs - Quadrant Basics in Ten series. Each video is a specific commercial disputes topic honed to a dynamic 10 minute bitesize 'what you need to know'.



About Quadrant Chambers

Quadrant Chambers holds a pre-eminent position as one of the leading international commercial disputes sets with a strong sector-driven approach. We act as advocates in court proceedings, arbitrations and inquiries, and provide specialist legal advice to clients from around the world.

We are a 'top tier' set and are recommended in the legal directories as a leading chambers for aviation, banking and finance, commercial litigation, commodities, energy & natural resources, insurance and reinsurance, international arbitration, shipping and travel. We feature in the UK Bar, Asia-Pacific, EMEA and Global editions.

Our work has a strongly international flavour. We are based in London, but many of us are also qualified to practise in other jurisdictions: Australia, the BVI, California, Germany, Hong Kong, New York and South Africa. Our members appear in arbitrations around the world, including Singapore, Hong Kong, Dubai, Geneva and Paris.

'Quadrant is a class act throughout. A really clever and slick operation.'

(Legal 500 2022)

Members of Quadrant Chambers have gone on to chair high-profile public inquiries, and to sit as judges in the High Court (QBD, Commercial Court, Administrative Court and Admiralty Court), European General Court, Court of Appeal, House of Lords, Privy Council and UK Supreme Court.



Pupillage at Quadrant Chambers

What we look for

The work of the Commercial Bar is intellectually demanding.

We therefore look for candidates with a strong academic background. Successful applicants will often have (or be predicted) a first class degree, and generally must have / be predicted at least a high 2:1 to apply, though we will consider candidates with lower degree classifications in exceptional circumstances.

Many of our applicants read law for their first degree, and an increasing number also have postgraduate law degrees. These are by no means pre-requisites and we welcome applications from candidates who have studied any serious academic subject at university. Many members did not read law as their first degree and our application process is designed to identify critical thinking abilities rather than detailed knowledge of law.

Our work requires excellent analytical ability, strong written and oral communication skills and the capacity to perform under pressure.

Our pupillage selection process is carefully designed to assess these qualities.

When assessing applicants, we adopt a contextualised system in order to help ensure a diverse pool of candidates.

Successful candidates must also demonstrate that they have the commitment, energy and resilience to succeed in the competitive world of the Commercial Bar. We assess this having regard to their academic record, extra-curricular activities, mooting, and performance in interview.

Pupillage award

Quadrant Chambers offers up to three fully-funded pupillages of 12 months' duration, commencing in October 2025.

Each pupillage carries an award of £75,000. Up to £25,000 may be advanced during the BPTC year at the Pupillage Committee's discretion. Quadrant Chambers also pays for all the compulsory courses which pupils are required to undertake during pupillage.



'A very talented set of chambers, the barristers and the clerking team provide seamless service and are very friendly.'

(Legal 500 2022)



The pupillage year

Our aim is to offer all our pupils tenancy at the end of their pupillage.

The pupillage year is therefore designed to teach our pupils how to develop the skills, knowledge and sound judgment they will need to become successful commercial barristers.

At the start of pupillage, each pupil is assigned a pupil supervisor or pair of supervisors who will be responsible for

training and supervising his/her work for the first three months. During the first few weeks, we offer pupils a series of introductory lectures on important areas of law and practice.

Pupils change supervisors after three, six and nine months.

We endeavour to assign pupils to pupil supervisors with differing practices, so that they can experience the widest possible range of work.

'Pupillage is a demanding but rewarding process. Frequent and detailed feedback on (very) challenging pieces of work meant that I felt that I was improving at a much faster rate than for example university or the bar course.'

I got on really well with all my supervisors and found that they were genuinely concerned to help me improve my work. Quadrant has a reputation for being particularly friendly and approachable, and has lived up to that reputation in my experience.

I would recommend any prospective pupil interested in commercial law to apply to Quadrant. There is plenty of work at the junior end including opportunities to conduct your own cases (which is fairly unique at top commercial sets) as well as assist more senior members in bigger matters.'

Benjamin Joseph, New Tenant in 2020

Chambers' strength in depth of experience is formidable.

(Legal 500 2023)

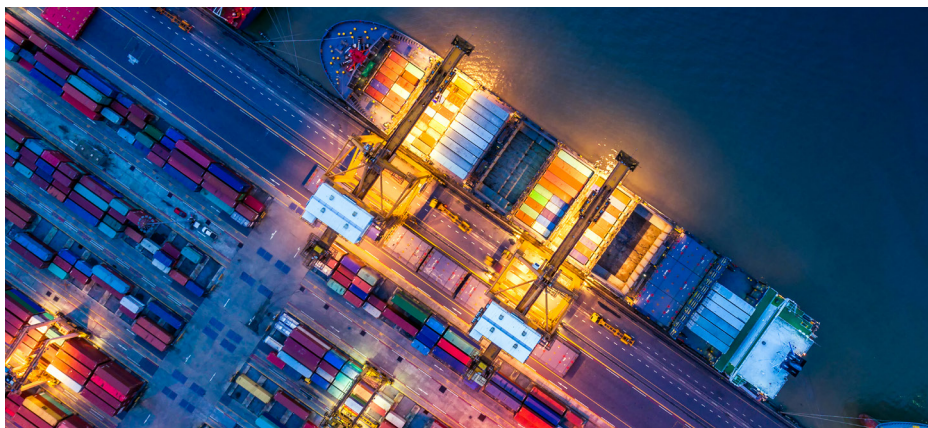
Pupils spend much of their time drafting opinions, pleadings, skeleton arguments and other documents for their pupil supervisors. In addition, they accompany their pupil supervisors to hearings and conferences, and assist them with legal research or other tasks.

As part of their training, pupils are required to perform a series of assessed advocacy exercises and several assessed written exercises. Pupils receive formal feedback at the end of their time with each pupil supervisor. Pupil supervisors also offer regular, ongoing feedback on individual pieces of work and on the pupil's general progress, thereby allowing pupils to understand quickly what they are doing well and where they need to improve.

Pupils are encouraged to comment on the feedback that they receive and on all other aspects of their training. Where a pupil needs to improve in a particular area, his/ her pupil supervisor will give him/ her additional practice and organise specific training exercises in that area.

"Throughout pupillage, my supervisors ensured I had a well-rounded experience – both in terms of the tasks I was required to do and the range of practice areas I was exposed to. I was given detailed feedback on each piece of work, so I always felt that I knew what I needed to improve. I was often involved in my supervisor's practice (contributing to a skeleton argument for a Court of Appeal hearing was a particular highlight). As a result, although pupillage was at times demanding, I found it a very interesting and rewarding experience."

Maya Chilaeva, New Tenant in 2021



Members regularly appear in the Court of Appeal and Supreme Court in the highest-profile cases, often with far-reaching implications.

(Chambers & Partners, 2021)



Earnings during Pupillage

Pupils do not do paid work in their first nine months of pupillage.

Once the tenancy decision has been taken, successful pupils will start to build their own practice, with the help of Quadrant's clerking team, and will see their earnings develop rapidly.

Pupils retain all their earnings from this work, with no resulting reduction in their pupillage award.

Chambers' expenses are not payable on any earnings in the final three months of pupillage.

Sources of funding prior to commencement of pupillage

The Inns of Court all offer scholarships to help students fund their GDL and BPTC years. Details can be found at the following websites:

<https://www.innertemple.org.uk/becoming-a-barrister/scholarships/>

<https://www.middletemple.org.uk/education-training/scholarships-prizes>

<https://www.lincolnsinn.org.uk/scholarships-prizes/>

<https://www.graysinn.org.uk/scholarships/>

Women at Quadrant Chambers

Quadrant is very keen to support and encourage women in considering a career at the commercial bar.

We hold a women at the bar event, where aspiring barristers can talk informally to our barristers and openly discuss life and work as a woman at the bar.

Women play prominent and leading roles in the business of Chambers via our internal committees and Route to Market Groups.

Eleven of our female barristers are ranked in multiple areas of the current UK Bar, Asia Pacific and Global Directories. They are recommended across aviation, banking, commercial litigation, energy, financial services, insolvency, international arbitration, shipping and travel.

They regularly host, attend and speak at events and conferences. Quadrant also promotes and supports women's networking and equal opportunity events.

'The Commercial Bar is a great career for women but the number of applicants remains disappointingly low. I hope that more women will consider a fulfilling and rewarding career at the commercial bar and at Quadrant in particular. We are proud of our women and support and encourage the development of their careers.'

'We are proud of the fact that 8 of our women are working mums and that all have returned to Chambers following the birth of their children. This is testament to the understanding, support and flexibility which Chambers provides.'

Poonam Melwani KC

Our Women at the Commercial Bar event is open to all will take place on 24 January 2024.

Any questions can be asked via women@quadrantchambers.com



Pastoral Care at Quadrant Chambers

We understand that pupillage is inevitably a stressful time.

To help our pupils we have put in place a pastoral care/ mentoring scheme. Each year an experienced pupillage supervisor will step outside the teaching/ assessment programme and will be available for the pupils to speak to on an entirely confidential basis.

This enables pupils to speak freely about any problems or issues they may be having, so that they can be resolved as swiftly as possible.

When a pupil is offered a tenancy, they are not immediately allocated their own room. Instead, for the first 6 to 12 months of tenancy they will share a room with one of our

established juniors. We find that this provides the best transition from pupillage to tenancy.

'Support during pupillage extended well beyond the pupil supervisors. There was a designated pupil mentor, who was always available to answer questions, as well as talks relating to well-being at the Bar. Pupils were encouraged to attend seminars, events, drinks and coffees which all helped to make you feel like part of Chambers from the beginning. Juniors were also very keen to offer their support informally through after-work drinks which provided a sense of collegiality and helped calm nerves throughout the process.'

Celine Honey, New Tenant in 2020

Parental Support

Quadrant provides support to all our new parents both financially with rent-free periods and with practice management in the lead up to and return from parental leave.

'I would highlight the fantastic support from both the clerks room and leaders in Chambers for female barristers when they go on maternity leave and upon their return. They understand that it can be a challenging time and work with you to help make it a smooth and positive experience. That approach is not universal at the Commercial Bar and I think that Quadrant leads the field in this respect.'

Gemma Morgan

'As the father of two young children, I was supported by Chambers in the early days of parenthood by the 6-week rent holiday offered to those on parental leave, and the support of my clerks in managing deadlines and client expectations during and shortly after my return from parental leave. Being self-employed, I am also able to work from home when not in hearings and have the freedom to determine my working hours, which enables me to do the school run.'

Andrew Leung

Tenancy at Quadrant Chambers

Tenancy decisions are based principally on the considered views of the pupil's own pupil supervisors and the pupil's performance in assessed exercises.

Tenancy decision

Tenancy decisions are made after nine months' pupillage, around the end of June.

These decisions are based principally on the considered views of the pupil's own pupil supervisors and the pupil's performance in assessed exercises.

There is no quota: we offer tenancy to all pupils who achieve the required standard of excellence.

Our hope is that all our pupils will achieve the standard we are looking for and be offered tenancy.

Life as a junior tenant

In the first year of practice, a new tenant at Quadrant Chambers on average can earn around £130,000. Thereafter, earnings should rapidly increase.



... great for international commercial disputes and the set is strong throughout...

(Legal 500, 2021)

In the first year tenants receive considerable discounts on Chambers' charges and pay no fee at all in their first 6 months

In order to assist new tenants with financial planning, an interest free loan is available at the discretion of the Management Committee in the first year of tenancy.

During their early years in practice, Members of Chambers regularly appear in court and arbitration on their own, in small banking, aviation, shipping and insolvency matters. We believe that this is essential for developing advocacy skills. Junior tenants also act as juniors in much larger cases alongside more senior Members of Chambers.

Applications for Pupillage

Quadrant Chambers will be using the Pupillage Gateway for applications for pupillage commencing in October 2025.

Pupillage Gateway application process

It is anticipated that the selection procedure will be as follows:

Application via the Pupillage Gateway

Applicants should use the Pupillage Gateway online portal to submit their written application. We look for candidates with a very strong academic background, excellent communication skills, and the commitment and energy to succeed in the competitive world of the Commercial Bar.

Selection procedure

The purpose of our selection procedure is to identify candidates who we feel will be

'Forward thinking, commercially astute and user friendly.'

(Legal 500 2023)

successful commercial barristers, and to whom we will be able to offer tenancy.

The selection procedure will involve oral interviews.

A more detailed timetable will be confirmed on the pupillage section of the Chambers website.



Applications Timetable

The Pupillage Gateway will open for applications at 11am on Wednesday 3 January 2024.

The deadline to apply is midnight on Wednesday 7 February 2024.

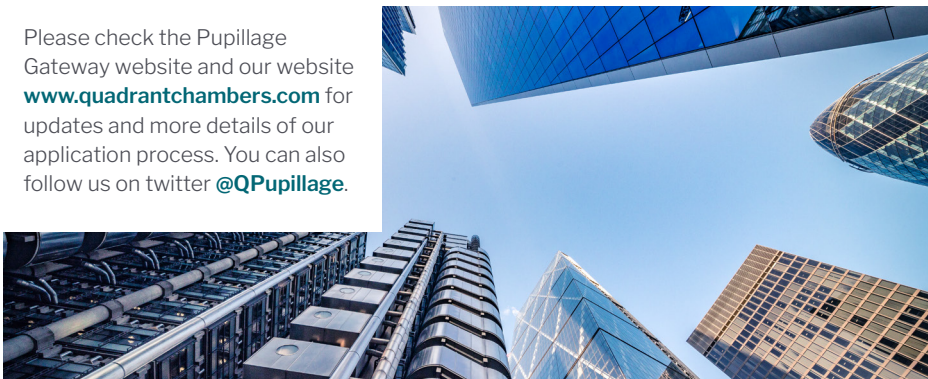
First round interviews are likely to take place during the week commencing 11 March 2024.

Second-round interviews are likely to be held during the week commencing 25 March 2024.

Offers will be made via the Gateway on Friday 10 May 2024.

A more detailed timetable for the selection process will appear on the Chambers website.

Please check the Pupillage Gateway website and our website www.quadrantchambers.com for updates and more details of our application process. You can also follow us on twitter [@QPupillage](https://twitter.com/QPupillage).



Equal Opportunity

Quadrant Chambers is fully committed to equality and diversity and aim to select candidates for pupillage and tenancy solely on merit. We do not discriminate against members, pupils or staff on the grounds of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation. In accordance with BSB recommendations, we monitor all stages of

our recruitment procedure to try and ensure that unfair discrimination is not taking place.

We are an active supporter of PRIME which works to improve access to the legal profession through work experience.

A copy of Chambers' Equality and Diversity Policy can be found on our website and any specific questions addressed to our Equality and Diversity Officer, Thomas Macey-Dare KC.

Mini-Pupillage at Quadrant Chambers

Why we offer mini-pupillages

We feel that mini-pupillages are the best way of allowing prospective pupils to learn more about Quadrant Chambers and life at the Commercial Bar. Mini pupils will experience the life of a busy practitioner and spend time reading papers, carrying out legal research and discussing cases with barristers.

Additionally, time may be spent attending court and arbitrations and sitting in on client conferences. Mini-pupillages are not compulsory for those wishing to apply to Quadrant for pupillage, but are strongly encouraged.

We hold a women at the bar event, where aspiring barristers can talk informally to our barristers and openly discuss life and work as a woman at the commercial bar.

What we expect from mini-pupils

We seek applications from those who are realistically interested in pursuing a career at the Commercial Bar, whether lawyers or non-lawyers.

Mini-pupillage applicants should be at least in the second year of their degree with

an expected class of an upper second or above.

When we offer mini-pupillages

We offer 2 day mini-pupillages to take place during the following weeks. Please note the applicable deadline for your application.

- » Weeks commencing 4 and 11 December 2023 (Deadline for applications 31 October 2023).
- » Weeks commencing 4 and 11 March 2024 (Deadline for applications 31 January 2024).
- » Weeks commencing 1 and 8 July 2024 (Deadline for applications 30 April 2024).
- » Weeks commencing 2 and 9 September 2024 (Deadline for applications 30 June 2024).
- » Weeks commencing 2 and 9 December 2024 (Deadline for applications is 31 October 2024).
- » Women at the Commercial Bar event (open to all) - 24 January 2024.

How to Apply

You must apply for mini-pupillage using our online application form which can be found at www.quadrantchambers.com.

If you have any queries about mini-pupillages please email mini.pupillage@quadrantchambers.com or call Chambers on **020 7583 4444**.

Barristers at Quadrant Chambers

Poonam Melwani KC
Michael Howard KC
Lionel Persey KC
Simon Rainey KC
Luke Parsons KC
Nigel Jacobs KC
Simon Croall KC
Nigel Cooper KC
Paul Downes KC
Robert Thomas KC
Chirag Karia KC
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Michael Davey KC
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Jeremy Richmond KC
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Ruth Hosking
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James Shirley
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Paul Henton
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Gemma Morgan
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