**FIVE PAPER – PUPILLAGE SELECTION** **CRITERIA**

*(Approved by the EC on 12 December 2016)*

|  |  |
| --- | --- |
| **Criterion** | **Indicators** |
| **Intellectual achievement** | A good record of academic achievement.* A 2:1 or above at undergraduate degree level (in the absence of extenuating circumstances, or exceptional personal achievement or motivation).
* A “Very Competent” or above on the BPTC (if completed).
* Academic scholarships and prizes.
 |
| **Oral advocacy skills** | Can construct and orally deliver a strong, logical and persuasive argument, irrespective of personal viewpoint.* Has participated in mooting, debating, public speaking etc.
* Can build a logical, rational argument grounded in fact and the law.
* Predicts and tackles objections and opposing arguments.
* Understands and utilises persuasive rhetorical devices.
 |
| **Written advocacy skills** | Can construct and deliver in writing a strong, logical and persuasive argument, irrespective of personal viewpoint.* Has contributed to newspapers, journals, books etc.
* Has participated in essay or other written advocacy competitions.
* Can build a logical, rational argument grounded in fact and the law.
* Predicts and tackles objections and opposing arguments.
* Understands and utilises persuasive rhetorical devices.
 |
| **Communication skills** | Communicates readily and clearly both orally and in writing.* Communications are well-structured.
* Complex and/or lengthy facts and legal points are presented simply and accurately.
* Can adapt style and language as appropriate for the audience.
* Listens and responds appropriately.
 |
| **Analytical ability** | Can absorb and process a large amount of complex and detailed information quickly and accurately. * Can comprehend written, oral and numerical information.
* Can distinguish between important and irrelevant information.
* Is able to apply the law to facts.
* Can follow and engage with arguments.
* Does not over-interpret information, make ungrounded assumptions, or invent factual information.
* Remains calm and controlled when faced with new information.
 |
| **Interpersonal skills** | Is able to build productive working relationships with colleagues, and professional and lay clients. Can engage with people from all walks of life.* Evidence of effective working relationships.
* Treats people equally, with courtesy and respect, regardless of background.
* Is able to connect with others.
* Has real-life experience e.g. through work or volunteering.
 |
| **Commitment to the Bar** | Is committed to a career as a barrister. Understands the positive and negative aspects of the role, and what a career at the self-employed Bar entails. * Has undertaken mini-pupillages, marshalling, legal work-experience etc.
* Has participated in legal volunteering e.g. FRU, CAB etc.
* Career choice is considered.
* Appreciates the positive and negative realities of life at the Bar.
 |
| **Commitment to Five Paper** | Has knowledge or experience of Five Paper’s practice areas. Understands and is enthused by Five Paper’s values, ethos and ambitions.* Has knowledge or experience of property, commercial, employment and/or family (matrimonial finance) law.
* Is motivated to develop a practice in any of Five Paper’s practice areas.
* Is willing to work in accordance with Five Paper’s values.
 |
| **Focus** | Has strong focus and will to meet goals.* Sets and focuses on outcomes and objectives.
* Solves problems, rather than giving up.
* Meets deadlines and keeps promises.
 |
| **Ability to deal with conflict, stressful or difficult situations** | Is comfortable in handling conflict, and in dealing with stressful or difficult situations. * Comfortable and adept at handling conflict.
* Remains calm and controlled under pressure.
* Can impart disappointing or unexpected information.
* Deals well with working in a pressured environment.
* Is able to think on their feet, and respond appropriately in unexpected situations.
 |
| **Ability to work independently** | Is willing and able to work on their own, seeking guidance when and if appropriate.* Demonstrable ability to work independently.
* Exercises good judgment.
* Is not distracted or de-motivated by working alone.
 |