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

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

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| **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. |