

**Selection Criteria**

The Pupillage Committee will have regard to the criteria in the table below at each stage of the selection process. The criteria reflect the competencies that we are looking for and which represent the knowledge, skills, attitudes, and behaviours that are required in a Tanfield pupil.

Some of the indicators below may be demonstrated by your completed Pupillage Application Form. We would expect others to be demonstrated during subsequent stages of the application process.

<b>Criterion</b>	<b>Indicators</b>
<b>Intellectual achievement</b>	<p>A good record of achievement in formally assessed qualifications</p> <ul style="list-style-type: none"> <li>▪ a First Class or Upper Second Class degree (or equivalent)</li> <li>▪ a lower degree result will be considered in exceptional circumstances</li> <li>▪ High marks for A level (or equivalent)</li> <li>▪ Lower results will be considered in exceptional circumstances</li> </ul>
<b>Analytical thinking</b>	<p>The ability to absorb and process a large amount of complex and detailed information both quickly and accurately</p> <ul style="list-style-type: none"> <li>▪ can deal effectively with written, numerical, and spoken information</li> <li>▪ can quickly distinguish between relevant facts and irrelevant information</li> <li>▪ relates facts to key aspects of the law</li> <li>▪ able to unpick complex arguments</li> <li>▪ does not over-interpret information or make unwarranted assumptions</li> <li>▪ does not panic when faced with a deluge of information</li> </ul>
<b>Effective communication</b>	<p>Communicates readily and clearly both verbally and in writing</p> <ul style="list-style-type: none"> <li>▪ communicates clearly, giving sufficient background information to aid understanding without overloading the audience</li> <li>▪ structures communication to aid understanding</li> <li>▪ adapts style and language of communication to the</li> </ul>

	<p>needs of the audience</p> <ul style="list-style-type: none"> <li>▪ presents complex legal points simply and accurately</li> <li>▪ listens to others and builds on their points</li> </ul>
<b>Influencing / advocacy skills</b>	<p>Can build strong, logical cases for various points of view regardless of own personal perspective. Can deliver with confidence and impact, where appropriate, to support the logic of an argument</p> <ul style="list-style-type: none"> <li>▪ builds arguments based on fact and a good understanding of the law</li> <li>▪ predicts objections and has arguments in place to combat them if they are raised</li> <li>▪ has a good understanding of influencing tactics and is willing to use them</li> <li>▪ influences on an emotional level as well as a rational one</li> </ul>
<b>Resilience</b>	<p>Is comfortable in handling conflict. Is able to remain composed when under pressure</p> <ul style="list-style-type: none"> <li>▪ does not back away from tackling difficult or stressful situations</li> <li>▪ remains calm and in control when under pressure</li> <li>▪ is able to give unpalatable news</li> <li>▪ can cope with working in a highly competitive environment</li> </ul>
<b>Interpersonal skills</b>	<p>Is skilful in building productive working relationships with both colleagues and clients</p> <ul style="list-style-type: none"> <li>▪ demonstrates positive working relationships</li> <li>▪ treats others with courtesy and respect</li> <li>▪ has a genuine interest in others and works to understand their points of view</li> <li>▪ connects with others and demonstrates empathy</li> </ul>
<b>Drive and determination</b>	<p>Has a strong focus on what needs to be achieved and puts energy and effort into ensuring that goals and outcomes are met</p> <ul style="list-style-type: none"> <li>▪ sets objectives and works out how best to achieve them</li> <li>▪ works to get around obstacles and does not give up</li> <li>▪ is proactive in shaping what gets done, whilst being aware of where the boundaries of their own responsibility lie</li> <li>▪ ensures that deadlines are met and promises are kept</li> </ul>

<b>Motivation</b>	<p>Is committed to a career as a barrister. Has a good understanding of what a career in chambers entails, including the negative as well as the positive aspects</p> <ul style="list-style-type: none"><li>▪ career choice is considered and well thought-out</li><li>▪ has a good understanding of the realities of the role</li><li>▪ is willing and able to undertake the less-glamorous aspects</li><li>▪ is motivated by the role</li><li>▪ is interested and shows some understanding and enthusiasm for Chambers' core practice areas</li></ul>
<b>Ability to work independently</b>	<p>Able and motivated to work on their own, seeking guidance as appropriate</p> <ul style="list-style-type: none"><li>▪ demonstrates the ability to work independently</li><li>▪ able to rely on their own judgment when guidance cannot be found elsewhere</li><li>▪ does not get distracted or de-motivated when working alone</li></ul>

Pupillage Committee  
November 2019