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Robots need not apply...

At Charles Russell Speechlys we focus on people, not robots. We are proud of the training environment we provide to our trainees, encouraging them to develop key legal and business skills which enable them to become successful lawyers.

Our diverse range of practice areas means that trainees can gain experience across different areas of the law, engaging in high level work with both private and commercial clients.

If you want to work in a challenging, rewarding and supportive environment, read on to learn more about how to become a Charles Russell Speechlys trainee....
Welcome

We are delighted to present you with our trainee brochure which we hope will give you an insight into life at Charles Russell Speechlys. You will get an understanding of our summer placement scheme as well as our training contract processes. You'll hear from future and current trainees and from some newly qualified solicitors who will talk you through their experiences with the firm.

If you get the opportunity to visit us at law fairs please do come and say hello to the partners and trainees who will be representing us on the stands; they will be happy to answer any questions you may have. We also have a Twitter page that our trainees regularly update so you can get a feel for what they’re up to at the firm.

This brochure should answer a lot of questions but if you do think of anything else, please do not hesitate to contact me.

Hayley

"Speaking to firms face-to-face gives an unrivalled opportunity to get an insight into the firms cultures."

Hamish Perry, Graduate Recruitment Partner
About us

Our industry sectors:

- Charities & Not-for-Profit
- Construction & Infrastructure
- Energy & Natural Resources
- Financial Services
- Healthcare
- Private Wealth
- Real Estate
- Retail & Leisure
- Sport
- Technology, Media & Telecommunications

Charles Russell Speechlys is one of a small number of law firms which provides personalised considered advice to dynamic and entrepreneurial organisations, as well as astutely commercial advice to individuals and their families.

We are uniquely positioned to provide comprehensive advice where these two sets of needs overlap and as a result we work with some of the world’s most successful entrepreneurs, wealthy families and growth businesses.

Our approach is to take both a long-term and broad view, helping our clients to make the right decisions now and for the future.

We adapt to the needs of each of our clients and work with them in a highly responsive and personal way, sensitively guiding them to the right outcome. Many much larger commercial clients find our approach a refreshing alternative to that of larger, but less personal law firms.

There are no robots here...

Our current trainees - the Class of 2017
Some of our clients:
People, not robots.
Our over-riding principle is that if we do what is best for our clients, our own success will follow. If we secure their growth, then we too will grow. We must look out at our clients, understand what they truly need and then deliver it, unrestrained by internal barriers.

This is how we will succeed: by building a highly effective collaborative culture focused on and constantly adapting to the needs of each other and our clients. We call this The Charles Russell Speechlys Way. It is our approach to working with each other and with our clients.

**Understand**
- Understand the full context within which people operate
- Understand the full spread of commercial, personal and emotional needs
- Think broadly, taking all relevant considerations into account.

**Think long**
- Think about long-term impacts and outcomes, not just short-term benefits
- Build long-term relationships internally and externally
- Invest time, effort and emotion to build trust and loyalty.

**Question**
- Question whether the accepted approach is right for this client
- Question whether the accepted approach is the right one this time
- Be curious; innovate, challenge when you are not sure.

**Connect**
- Make human connections - be engaging and approachable
- Build networks within, and outside, the firm - get connected.

**Collaborate**
- Be one firm: transcend boundaries when serving the client
- Help and support wherever you can; we are in this together
- Share skills, knowledge and ideas - be part of a collective intelligence.

**Be clear**
- Communicate to suit the character and situation of the recipient
- Ensure people understand what we say and what our advice means for all concerned
- Be clear in your instructions and briefings.

**Be human**
- Treat each other as we would like be treated and be yourself
- Value difference in all its guises; we are a rich and diverse community of individuals who share a common purpose.
Summer Placement Scheme

Our summer placement scheme provides the opportunity to experience exactly what we do on a daily basis and understand how Charles Russell Speechlys provides such a unique opportunity to trainees.

Our scheme offers a detailed introduction to the legal world. Each week is spent in a different practice area where you will carry out fee-earning work that could include attending client meetings and going to court. Support is always close at hand, with a current trainee as a mentor and an Associate as a sponsor for each placement. Our summer scheme also has a programme of sports and social events. Last year, our London students played darts at Flight Club and our Guildford students tackled the high ropes at Wood Wild.

We run a Summer Placement Scheme in our London and Guildford offices. These usually take place during June and July.

Want to apply? Applications for our Summer Placement Scheme open in December and close on 31 January 2018. Please apply through our website, charlesrussellspeechlys.com/trainees.

Some of you may be offered a training contract at the end of the Summer Placement Scheme. In order to apply for a place on the scheme you must be eligible to start your training contract in the appropriate year we are recruiting for - so at least be in your penultimate year of your law degree, or final year of your non-law degree.
What did you do while on the summer placement scheme?
The summer scheme was exciting and busy, with a great mix of client work, shadowing fee earners, and socialising with people from across the firm. There was never a dull moment!

During my first seat in Property, I helped draft notices relating to lease renewals and researched an area of law with respect to a particular client’s situation. This allowed me to put theoretical law into practice and explore its application in real life situations. I then spent a week in Corporate, where I carried out research on companies, summarised a change in financial guidelines and helped to draft a preliminary disclosure letter.

Finally, during my third seat in Family, I reviewed and checked financial disclosure forms, and researched an area of law regarding divorce and relevant jurisdictions for a developing case. I enjoyed taking part in the firm’s various corporate social responsibility initiatives, for example helping to run a lunchtime club at a local community charity. These events helped us to understand the motivations that drive the firm, while allowing us to meet a variety of people and gain a fuller understanding of life at Charles Russell Speechlys.

Which were the most enjoyable – and most challenging – aspects of the scheme? It is really hard to pinpoint just one thing that made the summer scheme as enjoyable as it was; from the friendly teams and entertaining events down to the fascinating work – everything was a highlight. I particularly appreciated the fact that we were given real work in each department, working on actual client cases. In fact, it was often challenging to keep on top of the huge variety of tasks given to us, especially alongside the opportunities to get involved with charity initiatives and marketing challenges. However, the lesson in time management was a great insight into the pressures of work at such a law firm.

What did you feel that you gained from the placement?
I gained a real appreciation for the practical aspect of law, the daily trials and tribulations that lawyers come across and the way in which a firm such as Charles Russell Speechlys uses collaboration and connections to overcome these. We were able to have a first-hand insight into the life of a trainee, and the associated responsibilities, in a challenging and fast-paced atmosphere. However, there was plenty of support and it really did feel as though every door was always open; I learnt so much from various discussions with people at all levels in the firm.

Did you have to do any further assessments to receive your training contract offer?
During the second week of the summer scheme we had an assessment centre comprising of a group exercise and other individual tasks. It was nice to have had the opportunity to get to know our fellow summer schemers and the firm beforehand, as it made the whole process a little less nerve-wracking!

Is there one key thing that you took away from the experience that you would pass on as advice to others?
Be yourself! It’s such an important piece of advice, which countless others have mentioned before me, but it really is so crucial to be true to yourself, as it is the best way to know if you are suited to the firm (and likewise, if the firm is suited to you). Secondly, never be afraid to ask questions! While the summer scheme is a chance for the firm to see you at work, it’s also an opportunity for you to get to experience life as a trainee first hand. Therefore, it pays to make the most of every experience and ask if you’re ever not sure. Everyone I met was incredibly keen to offer help and guidance, and I never felt as if I was a burden for asking questions about the firm, the work they do and the matter at hand.
Before you join
If you need to complete your Graduate Diploma in Law (GDL) and/or Legal Practice Course (LPC) then we will sponsor you to complete these. We will pay the full fees and provide you with a maintenance grant for each year that you study. Our preferred supplier for the GDL and LPC is the University of Law as this enables you to be with fellow future trainees ensures continuity when progressing from the GDL to the LPC. If you have already completed the GDL or LPC then we have no preference over where you completed these, it will not affect your application.

Keeping in touch with you
As we recruit two years in advance, the trainee recruitment team will keep in regular contact before you start. We organise a trainee event every Christmas for our current and future trainees. This is a great chance to network and get to know those you will be working with.

When you start
You will start your training contract in August with a three week induction programme. Your first morning will be in the London office, signing your training contract before going to Kaplan Altior to complete the core modules of the Professional Skills Course (PSC). The PSC lasts for two weeks and you will complete the course with trainees from all of the Charles Russell Speechlys offices.

The third week of your induction will be back in the London office where you will receive talks and training from different business areas, and will finish with a corporate social responsibility charity challenge day. By the end of the three week induction programme, you’ll be ready and prepared to start in your first trainee seat.

Your Training Contract

The two-year training contract at Charles Russell Speechlys is divided into four seats, giving you the opportunity to experience a range of different practice areas before qualification. Before each seat rotation you’ll be asked which areas you are interested in working in and we will try to accommodate your preferences as much as we can.

We also offer fantastic secondment opportunities with some of our clients including ITV, and to our overseas offices, such as Geneva.

For each seat you’ll be assigned a dedicated supervisor who will work with you to ensure that you continue to receive a broad range of quality work and that you are developing the required skills and knowledge as you progress through your seats. As well as on-going feedback, you’ll receive mid and end of seat reviews where you can formally discuss your development. You’ll also be allocated a mentor who will be there to support and guide you through your training contract.

At Charles Russell Speechlys we are proud of the unique training environment that we can offer to our trainees. From day one you will be involved in high level work, learning the Charles Russell Speechlys way of understanding and adapting to the needs of our clients. As one of only a small intake of trainees each year, you will need to be ready for real work and supervised client contact from the very start.
Your Training Contract

Salary

First Year
London £38,000
Guildford £32,000
Cheltenham £28,500

Second Year
London £40,000
Guildford £33,000
Cheltenham £29,500

NQ
London £64,000
Guildford £49,000
Cheltenham £41,000

Benefits
As a trainee you will be entitled to a number of core benefits:

- private medical care
- income protection
- life assurance
- pension scheme
- employee assistance programme
- give as you earn scheme
- enhanced maternity benefits
- season ticket loan
- cycle to work scheme
- qualification leave
Our people

Hear from some of our current trainees and newly qualified solicitors.

**Jack Carter**
Current second year trainee in our Property Litigation team in London
During my time in Tax, Trusts & Succession I was attending client meetings from the first week. There was plenty of information to take in but everyone was very approachable and willing to help. After this I went on secondment to ITV which was an entirely different experience to working at the firm. Other departments see you as a legal expert, not just a trainee, which really pushes you out of your comfort zone. This was fantastic from a personal development perspective and I was fortunate to get involved in some very exciting projects - though perhaps not quite as exciting as meeting the Love Island finalists!

I’m now sat in Property Litigation and really enjoying the intensity and unpredictability of litigation. There is a higher level of urgency here which was a bit of an adjustment, but the work is interesting and varied and the day goes by in a flash. You also get to attend court which allows you to gain a much deeper understanding of the case and issues at hand.

The thing I’ve enjoyed most about working here is the culture. It’s clear that the firm wants everyone to achieve a healthy work-life balance and there are various social events and sports teams to encourage this. I currently play football for the firm’s 8-a-side team against clients on Mondays and for its 5-a-side team in a local league on Tuesdays. This has been a great way to meet people from other departments and to socialise outside of the office. I hope to have a long and successful career here!

**Josie MacLeod**
Current second year trainee in our Tax, Trusts & Succession team in Guildford
My first year as a trainee at Charles Russell Speechlys has really flown by. I have done seats in Insolvency and Employment, and I am currently sitting in Tax, Trusts and Succession. I have worked with a wide range of clients from the local area, London and much further afield, and on many different matters. This variety means that I do different and new things every day, and I feel like I have learnt so much in a short space of time. The work is interesting and challenging, and the teams get you really involved. I always feel well supported and have been able to ask for guidance whenever I’ve needed to.

As well as good quality work, there are also lots of opportunities to have fun with colleagues here. There are cake sales, book club, running club, quizzes, drinks events and film nights, to name just a few. A highlight for me this year was taking part in the Hampton Court half marathon with colleagues, and the pub lunch afterwards!

Josie and the team after their Half Marathon
Ben Blackman
Current second year trainee in our Commercial and Property Litigation teams in Cheltenham
I applied to the Cheltenham office of Charles Russell Speechlys in the hope that I would be able to do London quality work, whilst avoiding living in a big city. My first year as a trainee has more than exceeded expectations.

Throughout my first seat in Private Client, my second seat in Real Estate and my current split seat between Commercial and Property Litigation, I have been given the opportunity to be actively involved in a wide range of complex and interesting matters, in both the private and commercial sides of the legal sphere. What I value the most is the level of responsibility I am given, including direct contact with clients and the chance to manage my own matters, whilst being provided with supervision and support where necessary.

I have been able to get involved in a wide range of CSR events for our firm charity of the year, Carers Trust, which have involved colleagues from across all of the offices. The most personally significant of these was undertaking the Cheltenham half marathon along with 19 other members of the Cheltenham Office. It was a brilliant opportunity to raise money for a good cause whilst giving most of us the opportunity (and the inclination) to take part in the first competitive running event we had ever been involved in.
Our people

Krishna Mahajan
Qualified in September 2017 into Contested, Trusts & Estates
I studied Social Anthropology and linguistics at SOAS and when I graduated I knew for certain that I wanted a career in law. I started working for the firm in 2011 as an administration assistant in the Commercial team whilst doing my GDL in the evenings. Since joining the firm, it has been clear that the firm was invested in my growth. I was given a variety of administrative, secretarial and paralegal work. I was constantly being taught to think like a lawyer whilst doing my GDL part-time in the evenings. When it came to applying for a training contract, I knew that I wanted to be a trainee here. The assessment centre was a great experience (albeit a bit nerve wracking!) and I was thrilled to be offered the training contract.

The first day of my training contract was exciting and terrifying in equal measures. My first seat was in the Contentious Trusts & Estates department, where I have now qualified. As I joined the team seven weeks before an eight week trial, it was very busy and a steep learning curve but thoroughly enjoyable.

When it came to applying for my second seat, I applied to do a secondment to our Geneva office. I arrived shortly after ski season had finished which was a shame but I made the most of the cheese and wine all the same! It was a brilliant experience to work in a smaller office. While I was in the Geneva office, three Swiss partners joined which was an exciting time to be in the office. My French had to quickly improve so that I could understand the tea room chat but it was a fascinating experience to work with lawyers from another jurisdiction. Whilst in Geneva, ten or so trainees came out to see me for Caves Ouvertes – a wine tasting festival just outside of Geneva.

My third seat on my return to London was in the Family department. I thoroughly enjoyed my time in the Family department, we have a wide range of clients and work (for example, divorce, finances, child abduction and adoption). I really enjoyed the cross over in the Family team with departments across the firm – one of the many benefits of being in a full service firm! My fourth and final seat was in the regeneration sub-team in our Real Estate department. The team act for large house builders and I had great client exposure and honed in my drafting skills.

From a social side, Charles Russell Speechlys has a real variety of events. There is something there for everyone – be it sport, movies, or even just a drink on a Friday night! The firm itself organises several parties throughout the year, for example the Christmas party, the summer party and the end of summer party. This year the end of summer party had a Caribbean theme and was organised by the Ethnicity & Religion sub-committee. It was a great event with a steel band, Carnival dancers, dancers from carnival and some great jerk chicken! The firm is invested in our corporate social responsibility programs, for example the Blackfriars Settlement and Bethnal Green. This year, I have organised a Macmillan Coffee Morning for the London office. Any type of charitable endeavours are very much encouraged and the CSR team are always on hand to help!

I feel very fortunate to have trained at Charles Russell Speechlys. My time here has given me a rounded experience into what is expected of a lawyer and more importantly, the kind of lawyer that I want to be. I have now started the next stage of my career with an abundance of friends and contacts throughout the firm, excellent training and the skills needed to be a good lawyer.

"What struck me the most about the firm, was its lack of hierarchy and the collegiate attitude between all members of the team."

Krishna Mahajan, Newly Qualified Solicitor

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Krishna as a trainee in Geneva for the wine festival
Trainees at Charles Russell Speechlys are very much part of the team from day one.”

Lydia Hutchinson, Newly Qualified Solicitor

Lydia showing off her baking skills in the annual trainees vs newly qualified bake off.

Lydia Hutchinson

Qualified in September 2017 into Family in Guildford

I applied to the Guildford office because I was excited by the opportunity of doing London-quality work from a regional office. At 150 people, the office is large enough that there is always someone available to answer my "stupid questions" but small enough that it retains a friendly feel, with an "open-door" policy where everyone knows everyone else’s name.

My first seat was in Family, where I was invited to attend client meetings, court hearings and conferences with counsel from the outset. As I gained confidence, I was offered more responsibility with matters day-to-day, providing clients with updates, assisting counsel at court and even having the opportunity to do my own advocacy!

My second seat was with the Property Litigation team, where I was again invited to attend client meetings and court hearings dealing with a diverse range of issues. I became actively involved in a large ongoing case where I traced key documents in support of our client’s claim and was responsible for identifying and summarising key information for counsel.

I began my second year in a split Private Client and Contentious Trusts & Estates seat. The two areas worked really well together: it helped my understanding to get involved in the drafting of documents such as wills and trusts, whilst at the same time seeing the types of disputes that can arise when things go wrong. I took on greater responsibility for matters day-to-day, and was encouraged to think on my feet about the clients’ concerns, their ultimate goal and the advice I would offer to get there, before discussing my approach and seeking guidance from my supervisor.

For my final seat, I spent three months with the Corporate Commercial department. I was given responsibility for discrete tasks within large transactions, with the support of more senior members of the team who were always willing to explain the wider picture. Finally, I had the opportunity to return to the Family team for the last three months of my training contract, which provided a smooth transition into qualification.

Trainees at Charles Russell Speechlys are very much “part of the team” from day one. Social activities such as book club, running club, yoga and the diversity film night are a great way to meet people from other departments, and you are encouraged to get involved with business development from the outset. Trainees are encouraged to actively participate with pro bono and corporate social responsibility (CSR) initiatives to support community projects and raise money for the firm’s charity of the year. As well as mentoring opportunities and athletic challenges such as a cycle ride from London to Guildford to Cheltenham and the annual Guildford Legal Walk, for the less sporty among us there are endless opportunities to bake cakes, the highlight being the annual trainee versus NQ bake off.

The wide range of practice areas was one of the key reasons why I chose the firm, and each seat has taught me something new. Trainees are given regular feedback and encouraged to take responsibility for their own workload and learning. As well as having a supervisor in each seat, each new trainee is paired up with a newly qualified mentor, so there is always someone available to provide guidance and support. Being a trainee at Charles Russell Speechlys is more than just being part of a “corporate machine”: you are encouraged to develop a rounded skillset and to give something back to the community.
Get involved

Corporate Social Responsibility
At Charles Russell Speechlys we take pride in the fact we have a long history of involvement with community activities, including pro bono, volunteering, charitable endeavours and environmental awareness. As a trainee you would be encouraged to get involved with these.

Here are some examples of our current projects:

**Charity of the Year**
In 2017 our charity, chosen by our employees, is Carers Trust and over the course of the year, the firm as a collective engage with them through a variety of activities. These activities aim to raise vital funds, support their charitable endeavours via volunteering projects and educate employees about the valuable work Carers Trust undertakes.

Our current first year trainees have been set a challenge to raise at least £1,000 for Carers Trust by 31 December 2017 and they’re well on their way!

**Legal Social Mobility Project (LSMP)**
Charles Russell Speechlys is committed to improving social mobility, with an emphasis on developing channels for young people who might not otherwise have the opportunity to get a taste of a career in a law firm. Every summer Year 12 students are provided with the opportunity to gain a week’s work experience here at Charles Russell Speechlys and a second week’s work experience with some of our commercial partners. Our trainees get actively involved in the students’ experience at the firm, running the ‘Newsroom’ session at the start of each day.

**Blackfriars settlement**
Our trainees work to run ‘Life Matters’ drop-in sessions on varied topics relevant to the Older Service Users at Blackfriars. Trainees also organise the annual quiz for members of the Crusoe club for the visually impaired who require additional help when going on day trips or somebody to chat to when they are at the Blackfriars settlement.

**Day trip with members of Blackfriars settlement**

**The CroSsbar Challenge**
70 cyclists from across the firm cycled between our three UK offices for our Charity of the Year Carers Trust.

Our cyclists on their Charity cycle from Cheltenham - Guildford - London
Get involved

Sport and Social
We have a number of sports teams across all of our offices including netball, hockey and football.

The sports and social committee organise a number of social events throughout the year including our legendary Christmas party.

Skills Academy
At Charles Russell Speechlys we have developed a number of skills programmes, covering both business and personal skills, to help you become fully-rounded professionals. This is delivered through the Charles Russell Speechlys Skills Academy.

The Academy’s syllabus includes a wide variety of programmes, designed to equip you with a comprehensive range of skills that will help you to achieve excellence in all aspects of your work. This training is delivered in a variety of formats (including face-to-face sessions, e-learning, simulations) and at a variety of times and durations.

Diversity & Inclusion
There is strong support for diversity and inclusion initiatives in the firm. The large diversity and inclusion committee, comprising partners, associates, trainees and business resource, is divided into a number of interest groups, including gender, LGBT, disability, religion and belief and ethnicity.

Each subgroup meets regularly and is mandated to review and propose firm wide policies, communications and events, including our Caribbean themed end of summer party.

The subgroups are supported by a core diversity group who report to the Firm’s management.

Our diversity partners:
Frequently Asked Questions

Will you consider me if I haven’t studied law?
Yes, we welcome applications from both law and non-law graduates and undergraduates.

Will you consider me if I don’t have any legal work experience?
If you do have legal work experience, you should tell us about it in your application. However, we understand how difficult it can be to obtain legal work experience so if don’t have any, that is fine. You will have other opportunities on the application form to demonstrate your enthusiasm and motivation for law.

Do we specify which LPC electives you have to choose?
We do ask that our trainees complete a private client elective module. Together with the core modules, this would mean aspects of all of our key practice areas will be covered on the LPC. We do not specify the remaining elective modules but ask that they are in line with our practice areas. You should ensure that you have a good spread of topics, particularly on the commercial side.

I have dyslexia – can I still be a lawyer?
Yes, there are a number of software and training options available that we can provide, and have provided, to assist individuals who have dyslexia. There are also other occasions where we have made adjustments to assist individuals who have sight, hearing or physical disabilities.

When can I apply?
Our online application is available from December each year. The closing dates are 31 January for the Summer Placement Scheme and 30 June for Training Contracts.

How many trainee solicitors do you recruit each year?
The number we recruit varies each year. For 2019, we have recruited 14 trainees in London, 5 in Guildford and 3 in Cheltenham.
What kind of formal training will I receive as a trainee solicitor?
You will complete the Professional Skills Course (PSC), which is compulsory. There are three core parts to the course: Financial & Business Skills, Client Care & Professional Standards and Advocacy. You will also need to complete 24 hours of PSC electives, which the firm will provide for you.

There is also a general induction when you first arrive as well as focussed team inductions for each seat that you begin. You will also attend monthly knowledge management sessions for your seat along with other courses.

Further training is facilitated through the Charles Russell Speechlys Skills Academy.

Can I do more than one seat in the same Division?
Trainee solicitors normally spend each seat in a different Division or on secondment to a client or other office. This is to give everyone the opportunity to experience the different areas of law. There may be an area that you had not previously considered and it is not unusual for a trainee solicitor to change their mind before qualification! In any event, the breadth of skills and experience from all of your seats will stand you in good stead for the future.

Are any of the seats compulsory?
We encourage our trainees to complete a well-rounded training contract and as part of this trainees are required to complete a contentious seat.

Who will I be supervised by?
Either a partner or an experienced associate.
Your application

What we require
Whether you’re applying for a Summer Placement Scheme or Training Contract, you must have or be on track for a 2.1 or above, with AAB grades at A Level (or equivalent). However, we do understand that there may be mitigating circumstances that prevented you from achieving these grades. For this reason, our Trainee Recruitment Team screen ALL applications and ask that you explain any mitigating circumstances to help us understand why you may not meet the requirements.

Please remember that we recruit up to two years in advance and you must be eligible to start your training contract in the appropriate year we are recruiting for. This means that you must either be in at least your penultimate year, if you are a law student, or your final year if you are a non-law student.

Top tips
Do your research - we want trainees who can demonstrate why they want to work for Charles Russell Speechlys.

Proof read your application form – don’t let spelling or grammatical errors hinder your chance of a training contract.

Tell us about your work experience – whether legal or non-legal, through your work experience you will have picked up key skills that we want to hear about.

Be yourself - let your personality shine through. As well as the usual questions about qualifications and work experience, we will ask questions to try and understand you as a person. We celebrate individuality and a breadth of perspectives and try to get to know you from the application form.

When can I apply?
Our online application is available from December each year. The closing dates are 31 January for the Summer Placement Scheme and 30 June for Training Contracts.

You will need to complete our online application form at charlesrussellspeechlys.com/trainees.

Final words from the Trainee Recruitment team...
Each year, we receive a large number of applications from candidates hoping to secure a training contract and/or place on our Summer Placement Scheme. The considerable number of applications means the process remains fiercely competitive.

This is your chance to make a good first impression, so be sure to give your application the time and attention it deserves.

Good luck! We look forward to reviewing your application soon...
OUR INTERNATIONAL OFFICES

OUR AREAS OF INTERNATIONAL FOCUS

BY NUMBERS

OVER
1,000
EMPLOYEES

LONG TERM PARTNERS
14+
YEARS

RANKED IN
17 TIER 1
WORK TYPE /
GEOGRAPHICAL
CATEGORIES
(LEGAL 500, 2016)

LAWSYERS RANKED
AS LEADING
INDIVIDUALS
(CHAMBERS UK, 2017)

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Contact

For more information please visit our website charlesrussellspeechlys.com/trainees.

You can also follow our trainees on Twitter @CRSTrainees.

Charles Russell Speechlys LLP is a limited liability partnership registered in England and Wales, registered number OC311850, and is authorised and regulated by the Solicitors Regulation Authority. Charles Russell Speechlys LLP is also licensed by the Qatar Financial Centre Authority in respect of its branch office in Doha. Any reference to a partner in relation to Charles Russell Speechlys LLP is to a member of Charles Russell Speechlys LLP or an employee with equivalent standing and qualifications. A list of members and non-members who are described as partners, is available for inspection at the registered office, 5 Fleet Place, London, EC4M 7RD. For information as to how we process personal data please see our privacy policy on our website charlesrussellspeechlys.com.