



# Career Start Talent Pipeline Programme

The purpose of the Career Start Talent Pipeline Programme is to support, develop and equip young people from underrepresented backgrounds with the skills they need to achieve their full career potential as part of our Firm’s flagship social mobility initiative.

The programme begins in Year 12/ first year of college and is designed to help students gain an insight into the world of work, learning about the full range of career paths available in the legal sector and wider professional services industry. It will equip students with the relevant developmental skills for a career in business.

## About Us

Charles Russell Speechlys is a law firm headquartered in London with over 650 lawyers based in 11 locations across the UK, Europe, the Middle East and Asia. We are a full service firm, offering 12 broad legal disciplines and focusing on 12 industry sectors, with clients based in the UK and internationally.

At Charles Russell Speechlys, we are committed to running our business responsibly. That means recognising that our long-term success depends on the health and resilience of our clients, our people, our communities and our natural environment and working hard to ensure we make a positive contribution for all our stakeholders. [Check out our Responsible Business Report.](#)

## Overview of the Programme

In the first year of the programme students will complete either the mentoring or the work experience programme as outlined. Then, in each of the following years (Years 2 - 5), students will benefit from at least 6 hours of support and guidance; including

training, skills sessions, insights and networking opportunities at relevant points in the academic and career life cycle, to help navigate the different milestones in their studies and career planning.

## Mentoring Programme (January-April)

The mentoring programme provides students with the opportunity to work one to one with a professional from the firm.

Each student will attend 6 structured, topic-focused mentoring meetings with a dedicated Charles Russell Speechlys mentor.

## Example of Career Start Mentoring Programme

Meeting 1	Briefings and Mentor Matching Session
Meeting 2	Mentoring session 1 – Business Communication
Meeting 3	Mentoring session 2 – Planning to Succeed
Meeting 4	Mentoring session 3 – Applications for Opportunities
Meeting 5	Mentoring Session 4 – Interview Skills
Meeting 6	Mentoring Session 5 – Presentation Content
Meeting 7	Mentoring Session 6 – Presentation Practice
Meeting 8	Final Presentation and Graduation from Mentoring

## Annual Engagement Event

Year1	Year 2	Year 3	Year 4	Year 5
<b>Year 12 students</b> 12 students per entry route (total 24 students each year)  Mentoring Course (winter) OR 2-week Work Experience (summer)	<b>Year 13 students</b> Combined cohorts 2 x skills workshops relevant to to academic/career needs  Information about bursary	<b>First year undergraduate</b> 2 x skills workshops relevant to to academic/career needs	<b>Penultimate year undergraduate</b> 2 x skills workshops relevant to to academic/career needs	<b>Final year undergraduate</b> 2 x skills workshops relevant to to academic/career needs

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## Work Experience Programme (July/Aug)

Our work experience programme will run for two weeks, the first week at our London office and the second week within different client organisations.

### Week 1: Work Experience Week

- Comprehensive insight into a professional services legal environment
- Tailored skills sessions
- Four work shadowing placements across the firm
- Potential legal placements:  
Corporate, Commercial, Employment, Commercial Dispute Resolution, Family, Tax, Trusts and Succession, Real Estate, Private Property, Real Estate Disputes
- Potential business resource placements:  
Marketing, Business Development, Human Resources, Compliance & Risk, Finance, Facilities and IT

### Week 2: Skills and Insight Week with SMBP (Social Mobility Business Partnership)

- A day at four different client businesses to gain an insight into commercial organisations
- Attend a professional sports club, with a focus on resilience

## Expenses and Education Related Financial Support

Reasonable travel expenses will be met for all students on the Programme, with lunch and refreshments being provided, when students are hosted in our offices.

The Firm will offer a one-off education related payment to students on the programme who have been accepted, and about to undertake, studies at university. The payment of £500 is to assist with the transition to university. More information, including the application form, will be provided once a place has been accepted.

## Entry and Eligibility Criteria

Students can join the Career Start Talent Pipeline Programme either via the mentoring or work experience programme. Once accepted on to one of the programmes, students are not able to apply for the other programme.

Students will need to:

- have attained grades A\*-B/9-5 at GCSE English Literature, English Language and Maths
- attend a state school
- be a current Year 12 student and
- be in the first generation in your family to attend university; and/or
- have been eligible for free school meals in the last six years



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## When and How To Apply?

### Mentoring Programme route

Applications usually open around November and close in December

### Work Experience Programme route

Applications usually open around February and close in April

Check out <https://www.charlesrussellspeechlys.com/en/about-us/responsible-business/our-social-impact/career-start/> for further details on application deadlines and how to apply.

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