

UK

Private practice
newly qualified guide

Introduction

At Taylor Root, we believe that what you decide to do upon graduation is the single most important career decision you will ever make. This brochure is designed to help and guide you in this decision-making process.

We are a market-leading recruiter of newly qualified lawyers, helping law firms and businesses in every sector of every size to find bright new talent.

We have a proven track record of helping newly qualified lawyers (NQs) find roles upon qualification and providing consultative advice during the recruitment process. Our goal is to build a long-term relationship and provide guidance and market insight throughout your career.

Perhaps you are looking to make a significant step up in terms of salary; the practice area you wish to qualify into is considered to be strong at a different firm; you want more international work; or maybe you want a better work-life balance? Whatever your preference, there will be relevant opportunities available to you across the UK and Ireland which we will be happy to discuss and help you make the right career move.



How can Taylor Root help you?



We will have an initial telephone conversation to discuss your objectives, give advice on your CV and discuss the market.



We will discuss your experience, advise you on potential options, discuss vacancies and help put the finishing touches to your CV.



If you intend to remain with the firm you trained with, we can help provide interview advice for your internal processes. We can inform you of the market conditions in your intended area of qualification and help manage internal timelines and processes.



We will discuss which firms you would like to proactively approach, and we will alert you to relevant new vacancies that arise. Once you have given your consent, we will approach the firm with your CV with the intention of securing you an interview. Because of the strength and longevity of our reputation in the market, our contacts listen to our advice.



Once you have secured interviews, we will help you to prepare with general interview advice, as well as specific information about the partners, team, and firm you are interviewing with. We can also provide a mock interview to aid your preparation. We will communicate feedback from the firm and keep you informed at every stage of the process.



When you receive an offer, we will walk you through the entire process including salary negotiation, comparing multiple offers, acceptance, possible qualification leave, the resignation process, and the ultimate start date. If you have a variety of options, we can discuss each on its merits and help you decide which offer is best for you and your career.

Five top tips for your job search

1

Always have a backup choice

Don't focus your search only on your first-choice practice area, as you aren't guaranteed to secure a role in this area. You should always have a second choice.

2

Be flexible

Explore your options with all kinds of firms and be open to consider ones you may not have already had an interest in.

3

Get ahead of the competition

Speed is important. You don't need to wait for a full job description to go forward for a role.

4

Start drafting your CV early

Don't wait until your final seat to start writing your CV and exploring the market. When a role becomes available, you want to be ready to apply so start talking to recruiters early.

5

Be careful who you speak to

When searching for an NQ role, speak to established recruiters. They are more likely to have access and relationships with law firms. Also, a good recruiter should never send your CV without your explicit consent.



Recruitment timelines

Timelines differ slightly depending on if you are going through an internal process within your existing law firm or if you are looking to interview externally, outside of your current firm.

	Internal timeline	External timeline
March/ April	<ul style="list-style-type: none"> – Some Partners may start informal conversations around potential roles with trainees 	<ul style="list-style-type: none"> – Engage with a recruitment consultant to give you an overview of the market, firms, and practice areas – Prepare a CV. The consultant will be able to give guidance and support on this – Taylor Root is instructed on their first NQ roles by law firm clients At this time, it is predominantly the US firms that will start their recruitment process – Although there may not be active roles at this time, it's still good to have the initial discussion with recruitment consultants, so you have established a relationship for when the roles do start to come in
May	<ul style="list-style-type: none"> – Most law firms will start to release internal job lists for trainees to apply – Many trainees will start to look for lateral positions should their firms not be offering a position in their preference area of qualification 	<ul style="list-style-type: none"> – Taylor Root will receive an increasing number of NQ roles from a range of law firm clients
June	<ul style="list-style-type: none"> – Most law firms will be conducting internal retention interviews for positions upon qualification for their August/September qualifiers 	<ul style="list-style-type: none"> – This is likely to be the busiest period for Taylor Root whilst we help our clients recruit NQs. During this period, we will have multiple roles in each practice area across a range of firms – Firms will be making multiple offers to NQs from other firms
July	<ul style="list-style-type: none"> – Most law firms will be making internal retention offers to their August/September qualifying trainees 	<ul style="list-style-type: none"> – Once internal positions are established, Taylor Root will receive further instructions to find NQs for positions not filled internally

Recommended CV structure



Name

First and last names

Current position

Trainee Solicitor, (firm)

Qualifications

To be admitted as a Solicitor in England and Wales in (month, year)

Notice period

Available upon qualification

Right to work

Passport/visa status etc.



Professional summary

- A summary of your experience
- Any stand-out experience/deals
- Any exceptional academic or extracurricular achievements
- What you are looking for in a new role



Education

LPC, GDL, BA, A-levels and GCSEs

List your full academic run down, including your dates and grades achieved.



Languages spoken

List native and fluently spoken languages.



Legal experience

Dates | firm

Trainee Solicitor

Seat one: Insert seat and dates

Insert information relating to seat.
Add location if relevant/overseas.

Seat two: Insert seat and dates

Insert information relating to seat.
Add location if relevant/overseas.

Seat three: Insert seat and dates

Insert information relating to seat.
Add location if relevant/overseas.

Seat four: Insert seat and dates

Insert information relating to seat.
Add location if relevant/overseas.



Other experience

Please insert what you feel is relevant.



Skills and interests

Please insert what you feel is relevant.
Keep it brief.

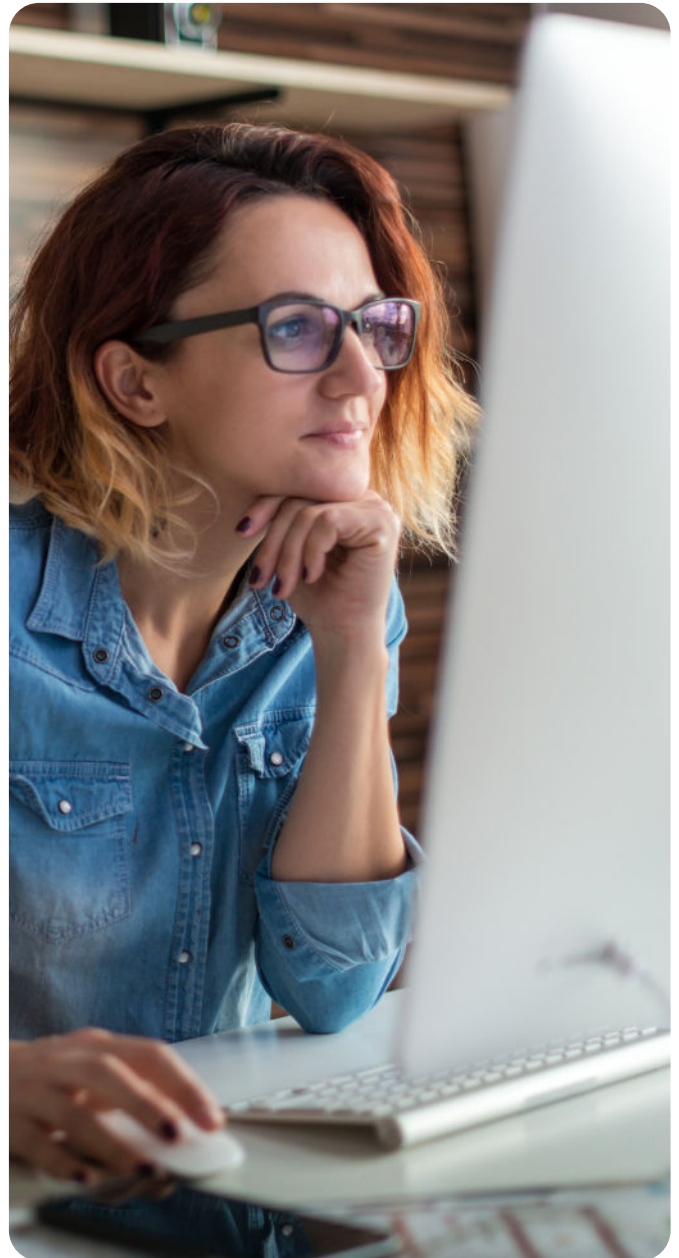


Useful tips

- Seats should be listed in order of relevance not chronologically
- Devote space according to relevance. E.g. ten bullet points for the directly relevant seat, five bullet points for a partially relevant seat and a couple for an irrelevant seat
- Avoid repetition of duties; a summary of your duties and then a list of matters works better
- Outline areas where your experience has been exceptional such as large amounts of responsibility or active involvement in business development
- Consider using any short, positive quotes from your appraisals or supervising partners
- Include details about the deals/cases/matters you have worked on. A list of transactions or representative matters is highly recommended

Proofread your CV

Finally, read through your CV before you press send. Read your CV out loud or ask someone else to double-check it, in case any spelling or grammatical errors have slipped through the net.



Download your own editable PDF version here

The London market

At Taylor Root we have a specialist team working with UK and US law firms and leading City, West End and boutique practices.

Salary levels for NQ lawyers vary by firm and by location. While we would never suggest you decide your next move on money alone, it can often be a contributory factor in peoples’ decision-making.

We would advise you to place greater emphasis on the quality of the work and training you will get at the NQ level rather than the salary. If you enjoy your work, and get excellent experience, then the financial side will inevitably correct itself.

US firms

	Average salary range in GBP
Elite	150,000-179,000
Top-tier	120,000-150,000
Mid-tier	100,000-115,000

UK firms

	Average salary range in GBP
Magic circle	115,000-125,000
Silver circle	95,000-120,000
Top-tier	85,000-95,000
Mid-tier	75,000-85,000
Boutique	65,000-75,000



[Click here to meet the team in London](#)

The Birmingham market

Overview

Birmingham’s metropolitan economy is the second largest in the United Kingdom, so it’s no surprise that it is home to several global law firms including DLA Piper, Eversheds Sutherland, Gowling WLG, Pinsent Masons, Trowers & Hamlins and Squire Patton Boggs, as well as leading national firms Browne Jacobson, DWF, Freeths, Gateley, Irwin Mitchell, Mills & Reeve and Shoosmiths. Other standout names in the region include Anthony Collins, Shakespeare Martineau and Harrison Clark Rickerbys. The Big Four accountancy practices are also here and significantly, Deloitte, PwC and KPMG all have legal teams here recruiting both corporate and commercial lawyers.

Vacancies

We expect to see most firms retain many of their trainees this year with fewer roles going external than in 2022. We expect to see external opportunities in construction and real estate, and demand for trainees with seats in insurance litigation, to remain high.

	Average salary range in GBP
International	61,000-65,000
Leading national	55,000-60,000
Large regional	45,000-55,000



[Click here to meet the team in Birmingham](#)

The Irish market

Overview

Taylor Root Ireland works with a broad range of law firms including international, leading domestic, regional and boutique firms across Ireland including Dublin, Belfast, Cork and Galway.

We have a strong reputation for assisting final year trainees or newly qualified lawyers with their job search. This is an integral time in a legal career as it often determines a lawyer’s career path. We pride ourselves on providing career advice and guidance as well as an overview of the market both domestically in Ireland and overseas.

Market

As an English speaking member of the EU with a well-established financial services sector and close ties with the US, Dublin is considered one of the top European cities for investment. This has led to a recent increase in international firms moving to Dublin including DLA Piper, Dentons, Simmons & Simmons, Pinsent Masons, Hogan Lovells, Addleshaw Goddard, Bird & Bird and Lewis Silkin. As a result, there are now more newly qualified lawyer vacancies in the market across a broader range of international and domestic firms. The increase in competition for candidates has also led to year-on-year salary increases at the NQ level.

	Average salary range in EUR
International	75,000-80,000
Leading domestic	68,000-77,000
Regional	55,000-65,000
Belfast	25,000-32,000



[Click here to meet the team in Dublin](#)

Why work with a specialist legal recruitment consultancy?

Working with a reputable, legal recruitment specialist to help you secure your newly qualified role has a number of benefits.



Speed

A recruiter will be able to present you roles very quickly. And at Taylor Root, very often these roles are exclusive to us and you wouldn't have access to them anywhere else in the market.



Calibre

A good recruiter will know the market well and have strong relationships with partners and HR at the leading firms. They will also be able to offer you comprehensive feedback on your CV.



Law firm liaison

A recruiter will be able to offer unbiased, valuable insight into each firm, helping you thoroughly prepare for your interviews.



Process management

Recruiters will help you manage all of your recruitment processes. Including submitting your CV and setting up interviews as well as managing offer negotiations and helping with onboarding.

About Taylor Root

We are a global legal, risk and compliance search and recruitment consultancy and have been a market leader for more than 30 years.

We help global law firms and businesses to build and expand their legal, risk, compliance and corporate governance functions. Whether you're hiring your first In-house Counsel, expanding your associate team in a certain practice area or expanding your risk department internationally, we partner with businesses at every step of your journey.

Our services include contingent and retained search, permanent, temporary and interim recruitment as well as consultancy solutions.

Wherever we operate we have made an impact, from Düsseldorf to Dubai, New York to Shanghai or Milan to Melbourne. From pioneering specialist recruitment in particular locations, to shaping how our clients have approached hiring, our influence is evident everywhere.

Today, we have 14 international offices – a truly global network of search and recruitment experts. Put simply, no one can match our global reach, or our history.

