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## My first year as a Devereux tenant

Ishaani Shrivastava and Bayo Randle



Ishaani Shrivastava and Bayo Randle were offered tenancy after the successful completion of their pupillages with Devereux during 2013/14. They answered a few questions about that all-important, and potentially daunting, first year of becoming your own boss.



*What changes took place after the completion of your pupillage?*

Ishaani: "I continued to sit in my pupil supervisor's room for the three months after tenancy was offered in July 2014 but before becoming a tenant on 1<sup>st</sup> October. During that time I was given the opportunity to start developing my practice in earnest with day-to-day support from my supervisor. Once tenancy commenced I moved to my own room which is situated closely to members of all levels of seniority. Their support and guidance

has helped me considerably throughout my first year.

From July, two experienced clerks were assigned to support me. I already knew them quite well as they were the practice managers for one of my supervisors. They arranged a meeting early on to discuss my thoughts as to the kind of work I wanted to undertake and to inform me about the day-to-day procedures on billing as well as managing my diary. Their advice and experience as practice managers continues to be very helpful."

*What level of support did you receive?*

Bayo: "As Ishaani explained, we received immediate assistance from the Business Services team which besides the practice managers also includes input from the accounts, IT and marketing team. As a new tenant I drew a lot of comfort from the fact that Chambers is professionally run. When it came to points of law, as a pupil I received a lot of support from my supervisors and while this naturally lessened once I became a member of Chambers, they continued to provide a support system every time I needed an experienced ear to help with issues or challenges that arose in difficult cases.

The junior tenants in Chambers have also been very helpful. More often than not the questions that arose during my first year in practice were straightforward, but were simply not answered in any of the practitioner texts. In these instances the support from junior members has been invaluable and given the open-door ethos that exists here I have found them always happy to assist.”

Ishaani: “It is important to be part of an environment which is both ambitious and welcoming. I’ve always felt I could ask questions of members as well as the Business Services team.”

*Can you already specialise in a multi-specialist set from the onset?*

Bayo: “Chambers has a mixed civil/commercial practice and as a first year tenant I was encouraged to keep my practice

broad. I had opportunities to discuss my career goals with my clerks and they assisted me in ensuring that even in my first year, my practice was generally focused towards those areas that were of most interest to me. However, maintaining a relatively mixed practice in my first year was beneficial not only for broadening my experience and honing my advocacy skills but also for keeping my diary full.”

*What have you enjoyed most so far?*

Ishaani: “I have enjoyed the freedom of managing my work schedule, seeking out interesting opportunities and the regularity of advocacy right from the beginning of my tenancy – and of course the opportunity to work on excellent cases!”



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