

Devereux is a leading multi-specialist set whose members practice in four principal areas: employment, personal injury and clinical negligence, tax, and commercial (principally insurance and professional negligence).

Chambers and its members are highly ranked in the directories across all practice areas, recognising their status as leaders in their fields. Devereux barristers are also well known for their high quality advocacy skills and excellent client service.

Why apply to us?

A pupillage at Devereux offers candidates the opportunity to work on litigation of the highest quality, with barristers who are leaders in their fields. Pupils at Devereux are routinely involved in complex, high profile and precedent setting cases alongside their supervisors.

Devereux also provides its pupils with exceptional training throughout their pupillage year. We place a strong focus on supporting and mentoring, not simply assessing, our pupils. We are also open and transparent with pupils about how they are doing and work with them to address any areas for improvement. We aim to bring out the best in all of our pupils.

We also take steps to ensure the welfare and wellbeing of our pupils. We want pupils to enjoy their pupillage at Devereux and, ultimately, to become successful tenants with us in the future.

How do we recruit pupils?

Devereux seeks to recruit pupils with the potential to excel as tenants, irrespective of their socioeconomic background, race, ethnicity, gender, sexual orientation or disability. Devereux recruits pupils through the Pupillage Gateway. We advertise pupillage vacancies from November, with applications usually closing the following February.

When marking applications, we use fair and objective scoring criteria that are applied to all candidates. We are looking for evidence of (in order of weight): academic qualification, scholarships and prizes; suitability to chambers' practice; legal experience or equivalent transferable skills; written advocacy skills; oral advocacy skills; non-legal experience, activities and achievements. Adjustments to scores can be made, where necessary, to take into account disability or exceptional circumstances. All applications are anonymised before marking.

We conduct first and final round interviews. At both interviews the panel will ask CV-based questions in relation to the candidate's pupillage application, as well as questions based on a legal problem which candidates will be provided with shortly before the interview begins.

Candidates who are offered final round interviews are invited to an informal drinks event in chambers when they can chat to barristers and get a better sense of what it is like to practise at Devereux.

How is pupillage structured?

Pupillage at Devereux is divided into four seats, each with a dedicated pupil supervisor. Pupils undertake three three-month assessed seats. These are normally in employment, personal injury and tax, but can be adjusted by agreement dependent on circumstances. Pupils will also be exposed to commercial work during the assessed seats. The final seat occurs after the tenancy decisions have been made. This seat is flexible and allows the pupil to explore a further practice area or gain further experience in one of the assessed areas.

During the assessed seats, pupils also undertake five written and two advocacy assessments. The written advocacy assessments are marked anonymously, using fair and objective scoring criteria applied to all pupils. The advocacy assessments are judged by a panel, typically including former Devereux barristers who are now members of the judiciary.

Scored feedback is provided at the end of each seat and after each assessment so that pupils are aware if they are meeting the standard required for an offer of tenancy to be made and so that they can identify areas for improvement. We work with our pupils to address any issues and provide further support or training where necessary.

Pupils tend to undertake some of their own hearings during their second six, but the focus is on pupils benefiting as much as possible from the training provided by pupil supervisors.

Looking for more information?

For more information about pupillage at Devereux, including our current pupillage award, visit our website at: <https://www.devereuxchambers.co.uk/join-us/pupillage>.