



# pupillage at devereux

find out what  
makes us different

# why devereux?

**Completing a pupillage at Devereux will challenge you. We have an excellent reputation for the quality of our work and we only accept the best candidates. But we also seek to ensure a pupillage with us is stimulating, exciting and fun.**

We set our standards high at Devereux. As a pupil, we push you, challenge you and expect you to work hard. You'll need to be committed, motivated, as well as an excellent lawyer. But at the same time, we will treat you as an individual, with respect, and we value you for your contribution.

We're a friendly and forward-looking set, noted for our modern, welcoming ethos, and supported by a dynamic business services team. As a pupil, you'll undertake a rigorous, structured pupillage programme, covering commercial, employment, personal injury, clinical negligence and tax, but one where you are treated as a respected and valued colleague.

You will be a full part of life at Chambers, working alongside other members at all levels of call, attending court, liaising with clients and attending events. Pupillage will give you practical, hands-on experience of the kind of work you would be doing as a tenant. We don't select pupils for tenancy on a competitive basis – so if you work hard and meet our high standards, there's a good chance you'll be offered a tenancy.

**“Any unfavourable pre-conceptions you have about the Bar will be shattered by this set.”** Georgia Hicks, pupil 2012-2013

# about devereux

We are one of the UK's top civil sets. Established over 60 years ago, Devereux is large enough to provide in-depth expertise at all levels and takes pride in providing a tailored approach to all its clients. We cover the professional markets in insurance and reinsurance, employment law, tax, finance, sport, energy, telecommunications and education. We have a large and successful team advising and representing those engaged in cases involving personal injury, clinical negligence and health and safety. We also offer arbitration and mediation services.

Devereux is a modern, dynamic, approachable set with a great reputation for an outstanding level of service. We provide top class legal expertise to a wide range of national and international clients including: employers and unions, underwriters and brokers, victims and insurers, airlines and passengers, taxpayers and governments, patients and doctors, parents and schools, students and universities, regulators and utilities, clients and their professional advisers, sports personalities and clubs. They all need, expect and receive detached advice together with advocacy of the highest quality.

The excellence of our barristers is recognised by directories such as Chambers UK and Legal 500. Our recent success in several Bar awards has seen us win Set and Silk of the Year in insurance, and Junior of the Year in both employment and personal injury. Our cases have been listed in The Lawyer's top cases of 2013, 2012 and 2011.

**“fully understands the dictates of the modern world.”**  
Chambers UK

**“an excellent set.”** Legal 500

# how we work

The foundations of our excellence in client service are our intellectual ability and specialist knowledge combined with an approachable, open and enthusiastic way of working.

When we asked clients, members and staff what we are like “at our best”, four key values came up time and again. These values form the critical building blocks of what makes Devereux different. We strive hard to live these values in everything we say and do.

## **Being focused on what really matters**

We are known for our mastery of tactics, law and fact. We demonstrate our commitment by taking the time to understand clients’ goals. We are trusted to be well prepared, disciplined and in control. Considered driven and passionate about what we do, we care about outcomes.

## **Being commercially astute**

We are professionals who seek effective pragmatic solutions that meet clients’ goals. Being part of a team comes easily to us. Clients respect our ability to make complex issues simple and to get to the heart of the matter.

## **Possessing excellence in depth**

We are skilled, resourceful and effective advocates. Known for being intellectually astute and capable of brilliant thinking, the advice and representation we provide is clear, precise and of the highest technical quality.

## **Being easy to deal with**

We have a reputation for being friendly, unstuffy and down-to-earth. Clients notice that we invest in building and maintaining strong working relationships. Considered supportive, open and approachable, clients like dealing with us because we deliver our promises.

# what we look for

We are looking for applicants who can demonstrate incisive legal analysis, strong advocacy skills and academic excellence – the qualities that make our pupils future leaders of the Bar.

We normally offer two or three 12-month pupillages each year and occasional third six month pupillages. Our pupils are selected on merit and we expect a high standard of academic achievement – normally at least a 2:1. We encourage a wide range of applicants from all sorts of educational and cultural backgrounds.

We interview about 40 candidates in the first round, usually in June, short-listing to about 10 for the second interview. If you are selected for a second interview, you will be given two legal case studies around 30 minutes beforehand, which will form the basis of your interview discussion. From the second interview, we usually recruit two or three pupils.

We aim to make a decision about tenancy in July each year (or if you are only doing your third six with us, at the end of your six months). Most years, we recruit at least two new tenants from our pupils and it is our policy to recruit new junior tenants from among our pupils whenever possible. As a new tenant, you benefit from a sliding scale of rent as you establish your own practice, although you can expect impressive earnings within just a few years.

**“We believe that the training we offer is as good as anything at the Bar.”** Shaen Catherwood,  
Head of Pupillage

# your pupillage

A pupillage with Devereux is one of the best starts you can get if you're looking to practise in commercial litigation and arbitration, employment, discrimination and pensions, personal injury and clinical negligence or tax.

You will spend your 12 months with three dedicated pupil supervisors, all established and successful practitioners. During your first six months, you will have two pupil supervisors for three months each. Your third pupil supervisor will take over for the crucial second six months.

Our aim is to enable you to fully experience the life of a barrister. Based in your supervisor's room, your typical responsibilities will include working on client papers, undertaking legal research, drafting advice, pleadings and skeleton arguments, as well as joining your pupil supervisor in client conferences and accompanying them to court and tribunal.

You will also have the opportunity to work with and observe other members of Chambers, both in conference and in court. It means you benefit from feedback from a wider variety of barristers, and you gain an insight into their different practices and approaches.

You will undertake regular written and advocacy assessments on which you will receive detailed feedback. We also hold informal advocacy workshops where junior practitioners will train you in the types of hearings you will appear at in your early months as a barrister.

**“Members of Chambers take a proactive and keen interest in the development of the more junior barristers.”** [Ryan Hawthorne, pupil 2011-2012](#)

# your second six months

During your second six months, you will begin to take on your own workload.

Assisted and supported by your pupil supervisor and other members of Chambers, you will deal with work such as interim applications, case management and preliminary hearings and low value trials in the Employment Tribunal and County Court. You will not be in court on your own cases every day, but it could be as often as once or twice a week.

If you have not already done so, you will be encouraged to join the Free Representation Unit (FRU) as soon as you start your pupillage. Working with FRU can provide invaluable additional advocacy and case management experience.

**“impressive expertise at all levels.”** **Chambers UK**

# looking after your finances

A 12-month award pupil receives a pupillage award of £50,000, subject to certain conditions.

You receive £15,000 of the award in your BPTC year, paid as two instalments, in December and in May. During the first six months of your pupillage, you receive £17,500 in monthly instalments.

During the second six months of your pupillage, you receive another £17,500 as a 'guaranteed sum', paid in equal monthly instalments. The guaranteed sum will take into account any fees you receive from your own work in your second six months, which are deducted from the overall £17,500. Awards for third six pupils are normally calculated on a similar basis.

If you fail your BPTC, fail to take up your pupillage or leave before it is complete, you will be liable to repay on demand the money you have already received. Other terms are set out in the Devereux pupillage contract.

**“Devereux ‘remains the chambers of choice’.”**

**Chambers UK**

# come and meet us

If you are interested in applying for a pupillage at Devereux, you can get a feel for who we are and the type of work we do before you apply. We have around 30 mini-pupillage places available each year. We also participate in access schemes which offer additional mini-pupillages as well as social mobility schemes.

Completing a mini-pupillage is not a prerequisite for getting a pupillage, but we do encourage those who are intending to apply for pupillage to do a mini-pupillage as a way of learning more about the work and atmosphere of Chambers.

If you'd like to apply for a mini-pupillage, visit the pupillage page on our website for more information and to download the application form. Our website address is: [www.devereuxchambers.co.uk](http://www.devereuxchambers.co.uk)

**“It has put the whole question of catering to the client’s needs right at the forefront of its thinking.”**  
Chambers UK

# applying for pupillage

If you'd like to apply for a pupillage with Devereux, you will need to make an application through the Pupillage Gateway – [www.pupillagegateway.com](http://www.pupillagegateway.com)

If you are interested in a third six months' pupillage with us, we take applications during each July. Visit our website for the most up to date details. You should apply by sending your CV and covering letter to Shaen Catherwood, Head of Pupillage, at the address below:

Devereux Chambers  
Queen Elizabeth Building  
Temple  
London  
EC4Y 9BS

Email [pupillage@devchambers.co.uk](mailto:pupillage@devchambers.co.uk)

Tel +44 (0)20 7353 7534

**[www.devereuxchambers.co.uk](http://www.devereuxchambers.co.uk)**

Devereux is committed to equality and diversity and considers all applications on an equal basis. It does not discriminate on grounds of sex, race, disability, sexual orientation, religion or belief or age.

# what they say

## **Why did you choose Devereux?**

“Devereux really stood out to me, not only as a first rate set in all its core practice areas but as a refreshingly friendly and progressive place to work with a markedly collegiate atmosphere.”

Sebastian Purnell, pupil 2011-2012

## **What was the interview like?**

“I was certainly put through my paces during the interview, but I was always conscious that the interviewers were trying to get the best out of me.”

Jesse Crozier, pupil 2010-2011

## **What kind of work were you involved with?**

“In my first seat, I experienced a wide variety of high quality work, including a hearing in the Court of Appeal in an employment case, a complex multi-party arbitration and a multi-million pound personal injury claim. I was also encouraged to take on a four day employment tribunal discrimination and unfair dismissal hearing as a FRU representative. During that hearing what really stood out for me was the time that my pupil supervisor took to discuss the case with me at the beginning and end of each day.”

David Peter, pupil 2012-2013

## **What is Devereux’s approach to pupillage?**

“We take pupillage very seriously. We regularly scrutinise our training programme, looking for ways to improve, and we obtain detailed feedback from recent pupils on their experience of pupillage. Quite simply we aim to be the best.”

Shaen Catherwood, Head of Pupillage



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