

fladgate

Frequently asked questions



Application process

Before submitting an application for a training contract there are a variety of factors to consider. Applications take time, patience and commitment so here are some important FAQs to help you decide whether Fladgate is right for you and if you are right for Fladgate.

How many trainees do you recruit each year?

As a general rule we have six trainee vacancies per year and we recruit two years in advance. Our application process opens in January and closes in July each year.

Do you accept applications from non-law graduates?

Yes. We are open to receiving applications from both law and non-law graduates. We are looking for strong commercial awareness and a commitment to a career in the legal profession. As we recruit two years in advance, you will have plenty of time to complete your GDL and LPC prior to joining. Many of our trainees and lawyers chose not to study law at undergraduate level and went on to complete a GDL.

I have a 2:2 at degree level. Should I still apply?

We like to see a consistently strong academic record. However we review each application on its merits and will take into consideration mitigating circumstances. Where academics fall short of a 2:1 (or equivalent) we would expect to see that you have met the criteria of our selection process in other ways; for example commerciality and work experience. Competition for a place on our trainee scheme is high, so take time to make your application the best it can be and try to stand out from the crowd.

Will Fladgate sponsor my GDL/LPC and offer me a maintenance loan while I study?

Yes, we offer sponsorship for the GDL and/or the LPC and an additional maintenance loan of £6,000 (London) or £5,000 (regional).

Do you have a preferred GDL/LPC provider and what do I do if I am already enrolled elsewhere?

Our exclusive provider is the University of Law, Moorgate. We will however show flexibility where London is not a feasible location due to personal circumstances. If you are already enrolled with another course provider, upon acceptance of our offer we would ask that you contact the course liaison officer and request to be removed from their programme. We will then provide you with all the necessary information to get you enrolled with the University of Law.

If I receive sponsorship from Fladgate, can I choose my electives on the LPC?

We feel it is important that our future trainees cover our core areas of business during their LPC. Our required electives for sponsored individuals are: Advanced Real Estate, Commercial Dispute Resolution and Mergers and Acquisitions.

Application process (cont.)

Will it hinder my application if I have completed the LPC and did not choose Fladgate's core areas as my electives?

No, it is not essential that you have studied our preferred electives when previously completing the LPC. While it may enhance your understanding of our core business, we take a sensible approach and review each application on a variety of other factors. It would however be important to demonstrate a keen interest and desire to specialise in one of our core areas.

Can I study the LPC part time?

Yes, you can study the LPC part time if you are able to complete the course by the specified start date with us. Your maintenance loan will be expected to cover the duration of your course.

I have already completed my GDL/LPC, will Fladgate reimburse my course fees?

Unfortunately we are unable to reimburse GDL or LPC fees retrospectively.

I do not currently have the right to work in the UK. Will Fladgate sponsor my visa application?

While we accept applications from all nationalities, unfortunately we do not offer visa sponsorship and would expect candidates to provide proof of their eligibility to work in the UK before joining us.

Can I apply for other vacancies at Fladgate regardless of the outcome of my application?

We update our website regularly with vacancies and would encourage applicants to apply for paralegal roles regardless of the outcome of their training contract application.

Do you have a vacation scheme or work experience programme?

Unfortunately we do not currently have a vacation scheme or work experience programme.

How quickly will I hear back after submitting my application?

Upon submitting your application you will receive an automatic response confirming receipt. We short-list applications when the process closes in July and you will be notified very shortly after. We wouldn't recommend leaving your application until the last minute.

Can I keep up to date with deadlines and progress reports via social media?

Yes you can! We will contact candidates individually to confirm if you have been successful/unsuccessful in your application but you can also follow us on Facebook and Twitter for regular updates regarding dates, deadlines, useful articles, blog posts and Fladgate social activities.



Assessment days & interviews

You have made it through the application process and have been invited to attend one of our assessment days. You are one step closer to becoming a Fladgate trainee! Here are some frequently asked questions to help guide you through the next part of the process.

What happens during the assessment day?

The day starts with a 'meet and greet' over coffee and biscuits. After registration and a welcome speech from members of our partnership board and training principals, you will be divided into teams and given instructions as to the timetable for the day.

The day will include written exercises as well as group tasks which are not something you can prepare for in advance.

The most popular part of our assessment day is the 'networking lunch' which is heavily attended by the firm's partners. We always make sure you have been given the opportunity to eat before networking so that you can avoid that awkward dilemma of trying to refuel while talking!

I have attended the assessment day, what happens next?

You will hear from us very shortly after the assessment day regardless of the outcome. If you have been successful you will be invited to attend a face to face interview with some of our partners.

Will I receive feedback following the assessment day / interview?

We understand the importance of constructive commentary to promote personal growth and development and will always provide feedback on an individual basis following an assessment day or interview if requested.

If you would like to receive feedback, please notify us so that we can arrange a mutually convenient time for a telephone call with a member of the HR team who will answer any questions you may have.

Do you reimburse travel expenses for assessment days and interviews?

Yes. So long as you can provide us with a receipt, we will reimburse up to £100 for the assessment day and £100 for your interview. You will complete an expenses form on the day of attendance and shortly afterwards you will be sent a cheque.



Training contract

Firstly, let's start by saying many congratulations. You have been selected over hundreds of your peers to take the first steps towards becoming an associate at Fladgate. At this point you must have lots of burning questions which we have tried our best to tackle for you.

I have been offered a training contract at Fladgate; how can I keep in touch during my studies/before I join?

We are very keen to keep in touch with all of our future trainees prior to you joining us. We host many events throughout the year and regularly offer opportunities to meet our current trainees and NQs. You can also keep up to date with all things Fladgate by following us on Twitter @Fladgategrads.

What will my first week at Fladgate be like?

We plan a full induction programme to get you up to speed. We ease you in gently with a 'who's who' of the departments and support teams as well as taking you on a tour of the building to get your bearings.

You will meet with Philip Turner, our training principal, as well as your first seat supervisor who will guide you through what you can expect from your training contract as well as what will be expected of you as a first year trainee.

We also have a very active social calendar. Our second year trainees take the new joiners out for lunch on their first day and impart some words of wisdom for the annual Fladgate treasure hunt which you will be arranging (this is now infamous within the firm...no pressure!).

What will my seat rotation be and can I be involved in the decision making process?

Our core seats are within corporate, real estate and litigation. We will always take into consideration your personal preference when deciding on your remaining seat, which can either be a repeat of an old favourite or in one of our more specialist areas such as tax, employment, or ICT/commercial. This is of course always dependent on a business need and circumstances at the time.

What other training will I receive during my training contract?

A training contract with Fladgate is not about sitting at your desk all day. We actively encourage employees of all levels to further themselves in both personal and professional development. We regularly hold "lunch and learn" sessions attended by entire departments (including partners) with both internal and external speakers discussing hot topics and legislative updates. We also have fantastic IT training with LTC4 qualifications becoming compulsory across the business.

Externally, all of our trainees attend the Professional Skills Course which covers the practical application of your legal skills in a working environment.



Training contract (cont.)

Are there any opportunities for secondment?

While some of our clients are large FTSE 250 companies, many are entrepreneurial owner-managed businesses and as such we do not offer secondments during your training contract. We have a fantastic team of partners and PSLs on hand to offer you the best training and top quality work right here at our offices.

How will I be appraised during my training contract?

Formal appraisals take place every three months (mid and end of seat). However, we like to maintain dialogue and operate a very 'open door' policy when it comes to supporting and encouraging our trainees. Feedback is not just a one way process; we like to hear from you too!

Will I be able to use my language skills during my training contract?

Absolutely! While we do not have international offices, over 40% of our revenue is from international work and many of our lawyers utilise their language skills regularly. We currently have 26+ languages spoken at Fladgate.

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