

APPLICATION GUIDANCE FOR LATERAL RECRUITS

We aim to deal with any applications as soon as possible and in the utmost confidence. The process for applications from established practitioners is as follows:

Stage one:

The candidate may approach chambers through the joint Heads of Chambers either formally or informally, but always in strictest confidence; or may simply formally apply to chambers;

Stage two:

The application will be considered firstly by the Joint Heads of Chambers who will decide whether to invite the candidate for an interview. This will depend on the perceived need for lateral recruitment in principle and a consideration of the exceptional profile of the candidate concerned;

Stage three:

The candidate may then be called for an interview with the Joint Heads of Chamber. If, following interview, the application is to proceed to the next stage, the candidate will be asked to provide the following written information:

1. Basic professional information: Current Chambers (and previous chambers if you have moved in the last 5 years); -Year of Call and Inn;
2. Brief CV of academic background;
3. Details of why you are seeking to move chambers to 4PB;
4. Three professional references each from: fellow practitioners; members of the judiciary and instructing solicitors.
5. Details of your knowledge of chambers, and if you have worked with any members of chambers with details of your cases with them/against them;
6. Details of any reported cases you have been involved in, if any;
7. A brief summary of the nature of your area(s) of practice;
8. A financial summary of your earnings from the last 3 years, with a breakdown of the different areas of your practice if possible supported by payment summaries, work done reports and aged debt reports;
9. Details of any upheld complaints made against you, together with a declaration that you know of no personal or professional reason why you should not be considered for tenancy at 4PB.

Stage four:

With the permission of the candidate, members of chambers who are advanced by the candidate as those with particular experience of them will be canvassed by the Joint Heads of Chambers, for their views of the candidate's competencies and suitability to be a member of 4PB;

Stage five:

If the application is to be taken further, a further interview with a panel of members of chambers will take place and then a recommendation will be made to all members of chambers and, after a short consultation process, a decision will be made and communicated to the applicant as soon as possible, and in confidence.