Appendix B1

**Criteria applied for interviews and advocacy exercises**

The interview will consist of an advocacy exercise and an interview. The weighting of the marks is adjusted and is proportioned so that the interview is 66.6% and the advocacy exercise is 33.3%

The advocacy exercise will generally be a typical piece of oral advocacy that pupils/junior tenants would be expected to complete. It will be something that will, in all likelihood, have been completed as part of the Bar Course. We endeavour to give applicants time to consider the papers ahead of time.

The interview then follows. It is generally conducted by the Pupillage Committee where diary commitments allow, and it may be that the Senior Clerk, Mr Digby, also attends.

As part of the entire interview/advocacy assessment, applicants should expect to be assessed with reference to their knowledge of their ethical obligations, their judgment, their ability to think on their feet and their ability to be persuasive and engaging.

The decision as to who to offer pupillage to is a matter for the pupillage committee. That decision is final. We endeavour to provide all those invited for interview who are not successful feedback in writing, if clarification is required following this feedback, please contact Miss Bedworth – c.bedworth@bankhousechambers.co.uk

**Advocacy**

Analysis and Preparation

Has the applicant got a grasp of the facts of the case? Are they set out clearly

Has the applicant understood what are their good points and what points are better avoided?

Has the applicant understood the sentencing guidelines and placed the case appropriately?

Are they realistic with their submissions?

Has the applicant avoided any obvious ethical pitfalls?

Oral Advocacy

An “excellent” candidate will

* Be very persuasive, with flair and originality
* Have a good volume, neither too loud or too quiet, and will vary this as appropriate
* Similarly, tone will be varied for an excellent candidate
* As will pace – which will avoid long superfluous pauses, and will not go too quickly so as to make it difficult to follow
* Make eye contact consistently
* Avoid reading from a script or notes, and will be engaging
* Use a varied vocabulary, whilst still remaining understandable and accessible in their language. The language they use will be appropriate for Court
* Respond suitably and appropriately to questions asked – this should include accepting if they’ve been over ambitious in their submissions
* They will fill the time available to them, without going over.

Structure

An “Excellent” candidate will introduce the matter and close well. The plea in mitigation will be well structured, take points in a logical order and be easy to follow. Signposting will be used, and the Judge will know what they are asking for from the start.

**Interview**

Candidates should expect to demonstrate the following

* Ability to identify relevant factors and apply their legal and procedural knowledge to those facts
* Ability to identify ethical issues as well as a commitment to maintaining professional standards (although reference to specific paragraphs parts of the code is not obligatory)
* Broad knowledge of current issues, both generally and in Law
* Broad understanding of the stresses and strains of life at the self-employed Bar, as well as an commitment to overcoming these and building a successful practice
* Commitment to Chambers, our practice and geographical areas both in the short and long term
* Analytical skills
* An ability to think on their feet
* An awareness of equality and diversity
* An ability to speak articulately and fluently, using appropriate language, pace and tone, listening to the question and responding in a cogent way and persuasive where appropriate.