Darwin Gray Trainee Solicitor Programme

Applications for our September 2024 trainee solicitor programme are now open. The closing date for applications is 12 January 2024.

At Darwin Gray our biggest strength is our people – our legal experts and brilliant support staff are key to our rapid growth and reputation as one of the best commercial law firms in Wales. For this reason, the individuals selected for our Trainee Solicitor Programme must be more than just talented lawyers and academically gifted; they must also have the ambition and commitment to continue to strengthen the firm and become part of our future.

Based in our Cardiff office and guided by our Partners and experienced solicitors, our trainees undertake an exciting and extensive two-year training programme in a supportive and challenging environment. Undertaking seats in a variety of practice areas, our trainees gain first-hand experience of the commercial world in which we operate, acting for multi-national companies, property developers, public sector organisations, individuals and many more in between. Our in-house training, along with the fully-funded Professional Skills Course, ensures our trainees hone the skills, knowledge and expertise they need to qualify as a solicitor and with a view to becoming a key asset at Darwin Gray.

Ongoing trainee progression is essential for both our trainees and for us, so our trainees attend regular appraisals to discuss and review their progress, identify the skills they need to develop, and highlight the strengths they want to build upon. Our internal mentoring scheme ensures that all of our trainees are also matched up with a senior colleague to provide advice and personal support and help maximise their potential.

How to apply

If you have already completed your LPC, or you will have done so by this year's intake date of September 2024, and you think you are the perfect fit for Darwin Gray, please send a CV and a covering letter to levans@darwingray.com. This year, we are also inviting applications from candidates intending to qualify as a solicitor via the SQE route. The closing date for applications is 12 January 2024.

What happens next?

We will review all of our applications once the closing date has passed. If you are shortlisted, we will invite you to undertake an assessment exercise, which will consist of legal and commercial problems which will assess your suitability for our programme.

Applicants who successfully pass the assessment exercise will then be invited to attend an interview with a panel made up of Partners and senior solicitors. At the interview, we will be assessing your ability to communicate effectively, to stay calm under pressure, to engage in challenging and thought-provoking debate, and to formulate a compelling, rational and reasoned argument.

The dates are yet to be finalised but we anticipate the interviews taking place in the spring of 2024.

If you have any questions, please do not hesitate to email Lisa Evans on levans@darwingray.com. We look forward to receiving your application.