

## Factsheet

# Trainee programme

## Applying to Moore Barlow: All you need to know

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### Who are we?

Moore Barlow is a Top 100 leading UK law firm in the South with offices in Guildford, London, Lymington, Richmond, Southampton and Woking. We have ambitious plans for growth and a reputation for doing things differently. We have an emphasis on care and aim to be the best career firm, a place for long term careers. We are human first in everything we do to ensure our people and clients alike receive a better experience.

Join us and we won't just help you apply the learning from your studies, we will help you develop the skills needed to provide the very best service to our clients and become the very best lawyer you can be.

### What areas of law do we specialise in?

**We have experts in a variety of specialisms including:**

- Dispute resolution
- Private wealth
- Real estate
- Corporate & commercial
- Employment
- Family
- Personal injury
- Medical negligence

As a trainee, you will have the opportunity to work in the different teams across our business enabling you to find your own specialism on qualification.

### When are you recruiting for?

We are recruiting for 2027 with intakes in March and September. We haven't finalised numbers yet but expect to offer between 10 – 15 training contracts in total.

### Who can apply?

Applications are open to anyone who has either graduated or is due to graduate before September 2026.

### Do you have events for first years?

Yes, you can still attend our Insight Sessions and find out more about us and what to expect as a trainee.

[Sign up here.](#)

## Do you offer a Vacation Scheme?

Yes, we offer a summer Vacation Scheme which will take place at the end of June. Successful candidates will spend four days in one team in one of our offices before attending an Assessment Day at the end of the week.

## When can I apply?

Applications will open on 1 October 2024 and will close at 11.59pm on Sunday 29th March. Any applications received after the deadline will not be accepted. Register [here](#) to be notified when applications go live.

## What is the application process?

You can only apply for a place on either the Vacation Scheme or the Assessment Days. Whichever you choose, the application process is the same. You will need to complete our online application form and upload a copy of your CV. Shortlisted candidates will then be invited to attend a video interview. From there, we will shortlist successful candidates to attend either the Vacation Scheme or an Assessment Day.

## Do you recruit on a rolling basis?

No, we don't. All applications will be reviewed after the closing date so there is no rush to submit your application. Use the time to do your research on us and to prepare your application form.

## When and where will the Assessment Days be?

The Assessment Days will take place in early July in our Woking and Southampton offices. You will be given a choice of which assessment day to attend.

The Vacation Scheme assessment day will take place in our Southampton office.

## What do you look for in candidates?

We look for a number of qualities in our trainees such as a 'can do' attitude, resilience, commercial awareness and empathy to name a few. The best way to find out more is to attend our Insight Sessions. For more information, sign up [here](#).

## How can I make my application stand out?

We are looking for candidates who understand us and genuinely want to be part of what we are building. To really stand out, you will need to research us and apply your research to your application. We don't want generic applications which could be submitted to any law firm. We want applications that are specific to us.

Make sure you also bring out your personality in your application – we're not robots at Moore Barlow so we want to see your human side.

To find out more [sign up](#) for our Insight Sessions where we will go through this in more detail.

## I didn't study law at university. Can I still apply?

The short answer is yes! We don't stipulate degree subjects and recruit a mix of law and non-law undergraduates and graduates.

## I'm looking to change my career. Can I still apply?

Absolutely. Being a career-changer means that you will have transferable skills which you can bring to your new role as a trainee solicitor, skills which we look for and welcome.

## What academic grades do I need to have to be considered?

We don't have any minimum academic requirements. Our focus is on what you can demonstrate in the application process and during the Assessment Day.

## Will you take mitigating circumstances into account?

Yes. Whilst we don't have any minimum academic requirements, we understand that you may feel your grades don't reflect your true potential due to circumstances beyond your control. If you would like to share those with us, our application form includes the opportunity for you to do so.

## Do I need to have legal work experience to apply?

No. We don't look for or expect candidates to have existing work experience in the legal sector. What we do want is for you to show us that you understand what it takes to be a lawyer and that you're committed to it as your future career.

## How many people will be on the Vacation Scheme and Assessment Days?

We can have a maximum of 8 people on the Vacation Scheme. There are an additional 32 spaces on the Assessment Days.

## What can I expect on an Assessment Day?

The Assessment Day is all about finding out more about you as a person and what you can bring to the firm. You can expect to take part in a group exercise, a written exercise, interviews and give a short presentation. Don't worry though, if you're successful and are invited to attend an Assessment Day we'll go through everything in more detail in advance to ensure that you are at your absolute best on the day.

To find out more [sign up](#) for our Insight Sessions where we will go through this in more detail.

## Who should I speak to about reasonable adjustments?

We want to make sure you perform at your best at the Assessment Day. We understand that for some candidates, adjustments need to be made to make that possible whether that be an accessible room for interviews, more time for written exercises or a quiet room to decompress. Speak to our Early Careers Manager as soon as possible to let them know what you need and together we will ensure the necessary adjustments are made.

## Do you offer feedback to unsuccessful candidates?

Yes, if you make it to an Assessment Day but are ultimately unsuccessful, we will arrange a feedback session. Unfortunately, due to the volume of applications received, we are unable to offer feedback to anyone who doesn't make it to the final stage.

## What is your position on the SQE?

Successful candidates will need to complete SQE 1 and SQE 2 prior to commencing their training contract. For those who have already completed the LPC at the point of offer, you will not need to complete SQE 2. Instead, you will study the PSC during your training contract.

## Do you provide any funding for postgraduate studies?

Yes! We will fund SQE 1 and 2 and the associated exams. Our preferred supplier is Barbri.

## Do you have any paralegal opportunities?

We frequently have paralegal opportunities across our offices. For more information please check out the [vacancies page](#) on our website.

## Do you offer placement opportunities?

Yes. If you are interested in finding out more please contact [earlycareers@moorebarlow.com](mailto:earlycareers@moorebarlow.com).



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I joined Moore Barlow in December 2021 as a paralegal and begun my training contract in March 2023. I have completed seats with the Commercial & Technology, Schools & Charities and Commercial Dispute Resolution teams, and I am currently in my final seat back with the Commercial & Technology team.

The trainee experience has been both challenging and immensely rewarding. Throughout my training contract I have been immersed in real client work, gaining hands-on experience in a wide range of legal areas. The exposure to different departments has broadened my understanding of the law, allowing me to develop a versatile skill set while working closely with experienced solicitors who are always eager to offer guidance and mentorship.

One of the highlights of the past 18 months has been the opportunity to take on meaningful responsibility early on, from drafting documents, to sitting in on client meetings, negotiations, and mediations. It's motivating to see how my contributions impact cases and transactions. The learning curve is steep at times, but the practical knowledge and confidence I've gained make it worthwhile.

Moore Barlow's supportive environment has been instrumental in my development. Whether it's formal training sessions or informal chats with colleagues, I've always felt encouraged to ask questions, explore areas of interest, and grow both personally and professionally. This journey has solidified my passion not just to be a solicitor, but a Moore Barlow solicitor, and I'm excited about the future as I continue to work towards qualification at the firm.

## Want to ask us a question?

Email [earlycareers@moorebarlow.com](mailto:earlycareers@moorebarlow.com) and our Early Careers Manager will be happy to help.

[moorebarlow.com](https://www.moorebarlow.com)

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