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# Training at Shulmans

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## Why choose Shulmans?

Established for over 30 years in the centre of Leeds, Shulmans is a full service UK 200 corporate law firm with 24 partners that is going places, fast.

We have an annual turnover of well over £12m, which has grown by over 50% in the last few years (in a flat economy). In the summer of 2014, we moved into new state-of-the-art premises in one of Leeds' most prestigious and high-profile office developments for many years. In short, Shulmans is an exciting place to be.

Our experience and expertise has won us many awards and accolades. Of note is former trainee Ryan Adams, a member of our commercial department, who was the recipient of the 'Trainee of the Year' award at the prestigious Yorkshire Legal awards 2016. Alongside this, we have held an Investor in People accreditation for many years and were the first Leeds-based firm to achieve the Lexcel standard. We strive to be a great place to work and take pride in supporting and developing our colleagues.

As a trainee solicitor at Shulmans, you will be challenged but also supported. You will be given the same quality of work that you would get at a large national firm, with a high degree of responsibility from early on in your training contract, but with the benefits of a friendly, down to earth environment that a regional firm can provide.

## Core practice areas

Shulmans serves all sectors of the business world, acting for a full range of clients from an enviable list of PLC and institutional clients to business start-ups and private individuals. Corporate-based work forms the core of our business and encompasses the following core practice areas:

- Corporate and Commercial
- Commercial Dispute Resolution
- Commercial Property
- Debt Recovery
- Property Support
- Residential Development

## Specialist practice areas

To complement our core practice areas, we also provide the following specialist practice areas:

- Charities
- Construction and Planning
- Dilapidations
- Employment
- Environmental
- Financial Services
- Foreign Investment in Real Estate
- Healthcare
- Housebuilders
- Insolvency and Business Recovery
- Insurance Litigation
- Professional Negligence
- Public Sector and Procurement
- Regulatory Services
- Road Transport
- Telecommunications

As a trainee solicitor at Shulmans you will have the opportunity to gain experience of some of these specialist practice areas in which we are market leaders.

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## The benefits of training with us

Although our selection process is not easy, if you are successful in your application, you can expect to undertake a rewarding training contract, working with expert lawyers at the top of their fields to provide the best possible start to your legal career.

As part of the training contract package, we will provide you with:

- participation in our 'Legal Beginnings' scheme (which provides successful applicants with the opportunity to spend half a day with us, up to twice per year in the two-year period before your training contract commences) so that you can get to know your colleagues and what working at Shulmans involves, and develop some key skills well in advance of your first day as a trainee solicitor,
- four six-month seats in different units, ensuring that you get experience of our core areas of property, corporate/commercial and commercial dispute resolution, with opportunities to 'double-up' seats or focus on other specific areas (such as employment, construction or regulatory services),
- the opportunity to directly engage with clients and deal with hands-on client work from the outset of your training contract, under the guidance of your training supervisor,
- regular appraisals and informal feedback in each seat to help you reach agreed objectives and develop the key skills required to be an excellent solicitor,
- if you have strong foreign language skills, you may have the opportunity to participate in a secondment to one of our Interlegal partners (our international network of law firms),
- a very competitive salary and employment benefits,
- payment of your LPC fees (provided that you haven't started the LPC before applying to us) benchmarked against a leading Leeds LPC course provider,
- a £5,000 interest-free loan, repayable in instalments over the duration of your training contract.

## Who are we looking for?

Shulmans is looking for well-rounded candidates who can demonstrate that they:

- have a strong academic record,
- share our core value of providing excellent client care and service,
- have high standards, a good work ethic and can fit in well with our professional culture,
- have intellect balanced with common sense to provide expert and practical solutions,
- communicate well and adapt easily to new situations, clients and working styles,
- work well independently and as part of a team.

As a trainee solicitor, you will be expected to engage fully with the training experience, including getting involved with the marketing and development of the firm.

If you meet this description then please see the section below on how to apply.

## The application process

As with most corporate law firms, we recruit typically two years in advance for trainee solicitors. However, we may have training contract vacancies sooner than that. Please check our website for our current recruitment requirements.

The application process is as follows:

### 1) The application form

Complete our application form, which is available to download from the Shulmans website.

E-mail your completed form to [training@shulmans.co.uk](mailto:training@shulmans.co.uk) or post it to Shulmans LLP, 10 Wellington Place, Leeds, West Yorkshire LS1 4AP, marked for the attention of our HR Manager, Neil Towse. CVs will not be accepted.

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## 2) The interview

Successful applicants will be invited for an interview at our offices, which typically take place in April and May of each year.

The interviews will be conducted by Neil Towse and either a partner or an associate. The interview will take up to two hours and is likely to include either a written exercise or a presentation.

## 3) The vacation placement assessment (“VPA”)

The final stage is our VPA. If you are successful at the interview stage, you will undertake a single week’s paid VPA during the month of June or July. We typically operate two VPA weeks with up to five applicants per week. During this time you will be mentored by one of our lawyers whilst being assessed in a work environment, alongside the other successful applicants.

Shortly after concluding the last VPA, we will make formal training contract offers to successful applicants (approximately mid-July). For those who are not offered a training contract, we do find that the VPA process is nevertheless very beneficial, as it gives participants hands-on experience of working in a successful law firm.

## Frequently asked questions

### **Will it prejudice my application if I don’t have a law degree?**

Absolutely not. As long as you have solid academics, regardless of your subject(s), and can demonstrate a commitment to the law, we would welcome an application from you.

### **When will I know if I have secured a training contract with you?**

Our last VPA usually finishes at some point in the first half of July. We aim to make a decision as soon as possible after that has finished and most likely by mid-July. Applicants who have participated in the VPA will then be notified whether they have been successful or not in securing a training contract.

### **If I have applied to Shulmans before, can I apply again?**

Yes. You will most likely have to go through the full process again, however.

### **What if I have submitted my application but don’t get the exam results I had anticipated?**

Provided that you have submitted a strong application, we will still consider you. Please let our HR Manager, Neil Towse, know as soon as possible if your circumstances change following the submission of your application.

### **What are your rates of retention like on qualification?**

We aim to offer all of our trainee solicitors a role upon qualification. In fact, a number of our partners, associates and solicitors trained with us and are still with us.

### **Do you have any tips for applying to Shulmans?**

We cannot stress enough the importance of checking your application for mistakes. To be successful in the legal profession you must show attention to detail, and often a strong application can be spoiled by some careless errors.

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## Training at Shulmans

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### What do our current and former trainees think of us?

There is no better way to understand what training at Shulmans is like than to hear it from those who have experienced it!

“Prior to commencing my training contract I was employed by Shulmans as a paralegal in the Corporate Finance department. The transition from paralegal to trainee solicitor was seamless as I had been given quality, challenging work together with a high degree of responsibility and client contact from the very beginning as a paralegal. Shulmans granted me 6 months “time to count” in respect of my paralegal experience, meaning that I will qualify as a solicitor after only 18 months of being a trainee; they have been very supportive in terms of helping me to achieve my career goals.”

**Marie Broadhead, commenced her training contract in 2014 and**

### qualified with us in 2016

*“As a trainee, I was involved in fast-paced, complex litigation which enabled me to develop a great understanding of the Civil Procedure Rules. I have now qualified into the Commercial Dispute Resolution unit (“CDR”) which was my preferred practice area right from the start of my training contract. I was allowed the opportunity to undertake twelve months of my training contract in CDR, and this cemented my view that I was a contentious lawyer.”*

### Clare Pearson, commenced her training contract in 2012 and qualified with us in 2014

*“There are some incredibly talented lawyers here at Shulmans who have given up their time to really help me understand their fields of expertise. The training has been incredibly challenging but hugely rewarding and I have been encouraged to build relationships with clients across the world. I am now immensely*

*excited to continue my career as an NQ with Shulmans, particularly given our fantastic new office space which highlights the firm’s continued growth.”*

### Simon Rhodes, commenced his training contract in 2012 and qualified with us in 2014

*“The client and case involvement I have experienced as a trainee at Shulmans has been second to none. I was given the opportunity to work on a particularly complex case during my seat in the Employment unit and was asked to attend a two-week tribunal hearing to support the client through the process and assist counsel. This was fantastic experience and exposure and I received great feedback from the client and senior partner.”*

### Tori Elcock, commenced her training contract in 2013 and qualified with us in 2015



**Chris Peace**  
**Partner**  
**Training Principal**

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*“At Shulmans we aim to provide the ideal balance between quality work which will challenge you and a supporting, friendly environment in which to develop your skills.”*

**Chris Peace, Partner and Training Principal**

Welcome to  
Shulmans

A full service UK  
top 200 corporate  
law firm