



Understanding.  
Experience.

# Working with Us

We're ambitious. We want Mills Selig to be the law firm of choice – both for clients and for the brightest legal talent.

Of course, we want candidates with the right qualifications and experience. But we want something more besides: commercial instincts, commitment and, yes, passion. We have a strong culture here that's progressive, innovative, and inclusive. We look for people who share our values and our determination to provide outstanding quality of service to our clients at all times.

As a Mills Selig trainee you'll be given every opportunity here to broaden the knowledge and skills you already have. Because the better you are, the better we are.

## Training Contracts at Mills Selig – What you need to know...

### **How many trainees do you take each year?**

The firm presently has five trainees. We usually take two trainees each year.

### **What is the application process and how/when do I apply?**

Applications are made using our application form available from our website. The closing date for September 2017 intake applications is 31st December 2016. Applications made in other ways such as by sending in your CV will not be considered.

### **What is the selection process – are there interviews/group interviews?**

We review all applications received using our application form and invite candidates for an initial formal competency based interview. Shortlisted candidates are invited for a second free-form interview.

### **Are there minimum academic requirements?**

We recruit all candidates on merit and have no prescribed degree requirements. However, all candidates must possess a law degree or equivalent and are applying to the Institute of Professional Legal Studies.

### **What skills do you look for?**

From the outset we give our trainees real responsibility so they can develop their legal skills and knowledge. We therefore look for evidence of good communication, problem solving and commercial awareness.

### **Do I need to have previous experience in a law firm?**

No. Our trainees have historically been a mixture of new graduates and recent graduates with work experience but it is not a pre-requisite to have worked in a legal environment prior to joining Mills Selig.

### **Will I be exposed to different practice areas while I am a trainee?**

Yes. Our trainees spend time working with our lawyers in all of our core practice areas as well as gaining valuable experience in our specialist practice areas. We work with our trainees to tailor their experiences to their needs and ambitions.

### **Do you retain trainees at the end of their contract?**

While there can never be any guarantees, we see our trainees as a key part of the future of Mills Selig and therefore aim to retain our trainees when they qualify.

## Two of our newly qualified solicitors, Michael and Amyee, describe their TC experience:

### **Tell us about your training contract with Mills Selig:**

**M:** The Mills Selig application process is uncomplicated and straightforward. The interview process focuses on your experiences and your personal qualities. It is a relaxed environment and I was made to feel at ease and comfortable, with the questions designed to allow you to express yourself.

**A:** It may sound cliché, but no two days throughout my training contract were the same. You work with different solicitors who specialise in different areas and therefore there is a good variation of work. I found that I could be doing anything from attending court, going to meetings with clients, conducting legal research or reviewing and drafting documents. This variation and my involvement in a wide range of matters kept my time as a trainee both interesting and enjoyable. Throughout my training contract, I also had a high level of responsibility and exposure to interesting cases and clients. The highlight of my training contract was being involved with cases from the beginning, through to completion.

### **What challenges did you face during your training contract?**

**M:** At Mills Selig you are taught and trained in what to do and what is expected which helps you to develop very quickly. These challenges are part and parcel of being a trainee, however at Mills Selig there is always an experienced hand to help guide you through each challenge that arises.

**A:** A major challenge is that a training contract is nothing like what they teach you at university. You must be prepared for challenging work, working to tight deadlines, working under pressure and being able to manage and prioritise your workload effectively. The firm has an open door policy which makes dealing with challenges a lot easier.

### **What area of law are you working in as a NQ solicitor? Why did you choose this area of law?**

**A:** Throughout my training contract, I rotated around the firm's three main departments being property, corporate and litigation and upon qualification, I joined the corporate team. I enjoyed my experience in all of the departments, but I felt most suited to corporate from the outset. I liked the type of clients, I found the work interesting and intellectually stimulating and I got a real sense of satisfaction from seeing cases that I had assisted on being reported in the media.

**M:** I am working in the Property Department and dealing with various commercial property aspects. This is where I gravitated towards on completion of my TC. I chose this area of law as I found the work suited me, with the diverse workload enjoyable. The guidance and support I have received from all members of the property team have made my transition from trainee to a NQ solicitor much easier.

### **What advice would you give to a law student considering a career in a commercial law firm?**

**A:** I am a firm believer that you have to enjoy something if you want to succeed, so be ambitious and enthusiastic and don't pursue a career in a commercial law firm half-heartedly. Do your research and get insights into the role of a commercial lawyer so that you understand what a typical work week is like.

**M:** Be diligent, be eager and work hard. Everyone faces the same difficulties on becoming a trainee, however it is how you react to them that is important. There will always be people to help and assist you, so it is important to make sure that you recognise when you need help and to ask and learn from the knowledge of others. Hard work is something that seems obvious but the importance of it should not be underestimated.

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