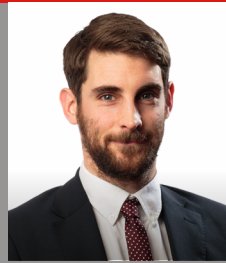


Stronachs

MORE THAN LEGAL SERVICES



Traineeships

www.stronachs.com





Neil Forbes
Managing Partner

*“ Our people are
our business. ”*

*“ One of the great
things about
working for
Stronachs is that,
as a full service
firm, trainees get
the opportunity
to move to
different seats
every six months.
I was able to
suggest which
teams I wanted to
work in, and went
on to have seats
in the Private
Client and the
Corporate teams. ”*



Annika Neukirch
Senior Associate,
Employment

Why choose Stronachs LLP?

Our highly regarded Trainee Solicitor programme offers an excellent opportunity to those starting their legal careers.

Stronachs' staff are key to our success. We invest in the best talent. Our experienced senior team are leaders in their fields who are committed to nurturing the next generation and passing on their experience to those entering the legal profession.

Stronachs is one of Scotland's leading independent law firms. We have a diverse client base which includes major corporations, upstream oil and gas companies, service companies, SMEs, family businesses, food and drink manufacturers, landowners, tenants and individuals. As a full service firm we can offer you a fully rounded trainee experience giving you a solid foundation for a career in your chosen practice area after qualifying. Some of those involved in our training are recognised as experts in their fields and are recommended in Legal 500 and/or Chambers.

As an independent firm we have strong local roots but our experience and work is not purely locally based. We have an international client base giving opportunities for working on transactions in other jurisdictions such as Australia, China, Mexico and across Europe.

Our staff are hardworking and committed but we do encourage a work life balance. With a friendly atmosphere there are plenty of opportunities to get to know others in the firm and to take part in social and fundraising activities. We also encourage our trainees to think about business development right from the start of their career and we provide opportunities to get involved in networking and other business development activities.

Where can a traineeship at Stronachs take you?

Stronachs offers graduates more than a traineeship – we offer the start of a career.

We regard our trainees as our future qualified team (and perhaps Partners of the future) and our commitment to training and supporting them through their traineeship reflects that. We have a high retention rate for trainees and provide excellent opportunities to develop and progress. A number of our senior staff and Partners started their careers as trainees with Stronachs. You can find out more about how some of our former trainees have progressed within the firm by visiting the testimonials page on our website www.stronachs.com/trainee-testimonials

How is the traineeship structured?

Trainees are given the opportunity to be hands on right from the start of their traineeship.

Our trainee programme typically starts at the beginning of September with a range of induction training for trainees over their first few weeks.

Trainees can have a truly varied traineeship allowing them to experience different areas of practice which can help them find the area that is right for them whilst at the same time building transferable skills and knowledge.

In our Aberdeen office, the traineeship is split into 4 seats lasting 6 months. Each of our teams are involved in our training programme and therefore seats are available in corporate, commercial property, dispute resolution, employment, energy, private client and property. We decide on the first seat for each trainee but thereafter we do take account of the particular interests of the trainees and try going forward, where possible, to allocate seats which reflect those interests.

In our Inverness office the traineeship has a particular focus on dispute resolution and commercial property work with some exposure to other areas and trainees will have a mixed workload throughout the two years of their traineeship.

Some of our trainees have undertaken secondments during the traineeship, giving them further opportunity to develop their skills and experience as well as build strong business relationships.

“ I have been with Stronachs since 2010 and I have never regretted the decision to apply here and stay here. The firm is committed to helping develop the staff and wants to engage with us to ensure that the firm is working well as a team. This helps everyone to feel valued and create a happy working environment. ”

What training will you receive?

Our trainees can expect hands on experience of high quality work throughout their traineeship giving constant opportunities for on the job learning in whichever team they are working.

In each seat a Partner is assigned to the trainee as a mentor and trainees receive ongoing feedback on work carried out including quarterly reviews. Our HR & Training Manager also works closely with trainees to ensure continued support is available.

In addition to on the job training, the Law Society of Scotland requires all trainees to complete 60 hours of Trainee CPD during their traineeship. We consider that requirement to be a minimum and our trainees have the opportunity to participate in far more training.

We have a busy internal training schedule helping trainees learn not just about the practice area they are working in but other areas too. These seminars are also an excellent opportunity for trainees to get to know others in the Firm. To achieve the authorised Trainee CPD hours the Law Society requires trainees to complete we use a variety of providers so that trainees can tailor their learning to their interests and have the opportunity to attend courses outwith Aberdeen. All training costs are met by the firm.



Deborah Law
Partner,
Dispute Resolution

What are the rewards and benefits?

We invest in the best talent.

Trainees can expect a salary in excess of the Law Society of Scotland recommended rates along with a benefits package which includes pension contributions and a health scheme. In addition, Stronachs offer a contribution towards Diploma costs.

What else can you expect during your traineeship?

Stronachs offer more than legal training.

We have a friendly atmosphere and plenty of opportunities to socialise and to take part in events outwith the office.

We have an active social and charities committee which organises events throughout the year to raise funds for that year's nominated charity. These events range from teams taking part in sporting events such as Ride the North cycle challenge and the Baker Hughes 10K run, to our Tea in the Park event and the Great Stronachs' Bake off. We also hold a number of social events for staff throughout the year such as an annual quiz, Christmas party and Firm BBQ which our new trainees are invited to attend to give them the perfect chance to get to know people before they start.

What are we looking for?

We are looking for highly motivated, well-rounded graduates.

We are an equal opportunities employer and aim to promote an inclusive culture where diversity is valued. You should be bright, enthusiastic and keen to learn and have strong academic results. Excellent communication skills are essential for interacting with both team members and clients. You should be a team player able to work collaboratively with colleagues. You will also need to be able to manage your own time and workload efficiently and have a good attention to detail.



James Downie
Partner, Energy

What is the application process?

Our application process is straightforward with no psychometric or other testing involved.

There is a simple application form to complete. Once we have reviewed the applications we invite a number of applicants to interview. When completing the application form make sure to give details of interests and work and life experience outside the law which you feel have helped you develop skills relevant to a legal career.

Details of our recruitment process and how to apply can be found on our website.

click

“ When interviewing trainees I try to put them at ease and establish how they might fit into the Stronachs family. ”

www.stronachs.com