

Stronachs



Traineeships

www.stronachs.com



Why choose Stronachs LLP?

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

Our people 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. Many of our lawyers and departments are also individually recognised and ranked in Legal 500 and/or Chambers, and have been for a number of years.

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. We can offer you a fully rounded trainee experience giving you a solid foundation for a career in your chosen practice area after qualifying.

Our team 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.

“As a Partner, I look for trainees who are curious, enthusiastic, and eager to learn, with strong communication skills and attention to detail. Those who ask thoughtful questions, embrace new challenges and build strong relationships with colleagues and clients are the ones who make the most of their traineeship.”



Annika Neukirch
Partner,
Employment

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 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 the firm. 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 starts at the beginning of September with a structured induction programme over the first few weeks.

At Stronachs we offer a varied traineeship with the opportunity 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 & energy, commercial property, dispute resolution, employment, private client and agriculture. Your first seat will be allocated but thereafter we do take account of particular interests for future seats.

In our Inverness office the traineeship has a particular focus on dispute resolution, corporate and commercial property work with some exposure to other areas and trainees will work across these teams throughout the traineeship.

“ My journey with Stronachs began in 2013 with a school careers event that inspired me to pursue a placement and, later, a traineeship, leading to invaluable experiences across various departments, strong mentorship, and ultimately, an NQ role in the corporate team. I am now a Senior Solicitor in the same team. ”

What training will you receive?

Our trainees can expect to be involved in high quality work throughout their traineeship and be given constant opportunities for on the job learning.

In each seat a trainee is assigned to a senior fee earner who will act as a mentor. Trainees receive ongoing feedback on work carried out including quarterly reviews.

As part of your traineeship, 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 additional CPD.

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. All training costs are met by the firm.



Lewis Needle
Senior Solicitor,
Corporate

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. 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 Aberdeen Corporate Padel League and Run Balmoral, to 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 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.



Deborah Law
Partner,
Dispute Resolution

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

What is the application process?

There is a simple application form to complete. Once we have reviewed the applications we invite between 10 and 15 applicants for an interview. When completing the application form make sure to give details of interests, work and life experience outside the law which you feel have helped you develop skills relevant to a legal career.

Our interview process is reflective of what we ask for in our application form.

Details of our recruitment process and how to apply can be found on our website [here](#).

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