

POST: **Training Contracts**  
POST AVAILABLE: October 26 and October 27

## 1. Summary

- 1.1. Bhatt Murphy has opportunities starting in October 2026 and October 2027 for trainee solicitors. The contracts will be for two years to allow applicants to gain the practical skills and experience required to practice as a solicitor.
- 1.2. These positions are open to applicants intending to qualify as a solicitor either by completion of the LPC or via the Solicitor's Qualifying Exam route. All roles will constitute qualifying work experience for the purposes of the SQE route.
- 1.3. We offer study leave for staff studying for their legal qualifications while employed by the firm. All candidates will need to demonstrate that they have sufficient legal knowledge to meet the demands of the position.
- 1.4. Applicants who meet the criteria of our bursary scheme can apply for financial assistance to cover some of the costs of studying for the LPC or SQE. Full details of the scheme and the relevant application form can be found on our website. Please submit your bursary application with your application form.
- 1.5. Applicants should be aware that our trainee solicitors may be required to work on cases which contain distressing information. We know that this work can be personally challenging and candidates should consider whether they have the personal resilience required to do this type of work before making an application.

## 2. Application Process

- 2.1. Applications should be made by the submission of the relevant application form (available from the Vacancies page on our website at [www.bhattmurphy.co.uk](http://www.bhattmurphy.co.uk)), a copy of your CV and a completed Equal Opportunities Monitoring Form. All documents should be sent to [jobs@bhattmurphy.co.uk](mailto:jobs@bhattmurphy.co.uk).
- 2.2. Applications will not be considered without submission of the relevant application form and a copy of your C.V. Completion of the Equal Opportunities Monitoring Form is optional, but we do encourage applicants to complete this form as it helps us to assess the effectiveness of our recruitment procedures as part of our aim to improve diversity in the firm. We regret that due to the volume of applications we expect to receive, we may not be able to contact you if your application has not been successful.
- 2.3. Please indicate in the box provided on the application form whether you wish to be considered for a position commencing in 2026, 2027 or both start dates.
- 2.4. Please note that we have sought the details of two referees who can comment on your work and character. One of these referees should be someone whom we can speak to pre-interview if you are shortlisted. Please indicate whether it is acceptable to contact your referee(s) without further reference to you.
- 2.5. Interviews for the vacancies will take place on either 6 or 7 July 2026. The interview process will include a written task intended to test the candidate's comprehension and communication skills and their ability to work under pressure. A second interview may be arranged if necessary.

2.6. When submitting your application, please include your name in the subject line of your email and the year(s) you are applying for.

2.7. The closing date for applications is **Monday 15 June 2026**.

### **3. Person Specification**

#### **3.1. Essential Characteristics**

- Commitment to publicly funded legal representation, civil liberties and social justice, including empathy with Bhatt Murphy's ethos
- Ability to communicate effectively with the firm's client group
- Ability to contribute to the team working ethos of Bhatt Murphy, including sensitivity to the needs of others
- Excellent written communication skills
- Ability to understand and deploy legal principles
- Ability to prioritise and work efficiently under pressure
- Problem solving ability and intellectual rigour
- Resilience and the ability to work in a trauma-informed and boundaried way

#### **3.2. Desirable Characteristics**

- Experience of working in a law firm or similar environment
- Experience of one or more of the firm's areas of work
- Client care experience
- Completion of the LPC/Qualifying law degree

### **4. Description of Role**

4.1. You will assist solicitors in the conduct of complex public and/or private law litigation arising from a policing, prison and/or immigration detention context. You may also be asked to contribute to the work of our public inquiries team.

4.2. You will be expected to take statements from clients and witnesses, prepare funding applications, collate evidence, rationalise paperwork, prepare formal documents, liaise with courts, experts and counsel, compile disclosure lists and comply with the Civil Procedure Rules and the Lexcel Standard. You will also be expected to assist with filing and other administrative tasks. To offer effective assistance on cases you will need to develop the ability to understand the complex legal territory of the case and accurately reflect the client's instructions in formal paperwork.

4.3. The role can involve a significant degree of contact with clients, including visits to prisons and immigration detention centres. The highest standards of sensitivity and professionalism are therefore essential.

4.4. All the firm's junior lawyers are expected to undertake outdoor clerking work, including filing and issuing of documents at court and occasionally delivering papers to counsel's chambers.

4.5. The firm prides itself on its ability to share skills and offer effective supervision. Trainee positions with the firm are inevitably busy and demanding and the successful candidates will need to inspire us with confidence that they can take responsibility for the day-to-day management of their own action lists.

4.6. We operate procedures to ensure effective collective working including detailed case and file management procedures, and an extensive library of templates and

authorities (including Westlaw). The successful candidates will need to be able to use these tools effectively.

- 4.7. From time to time, our trainees are required to assist with general office duties such as reception and telephone duties as and when the need arises.
- 4.8. Like other publicly funded practices, Bhatt Murphy works to tight profit margins and requires the commitment and contribution of all members of staff to ensure the viability of the firm.

## **5. Bhatt Murphy**

- 5.1. We offer specialist help to members of the public who seek accountability from the state and its officers. Our focus is primarily upon state agencies such as the police, the prison service, immigration authorities and the prosecuting agencies (and where appropriate their private contractors), and on their exercise of coercive powers including detention, the use of force, surveillance, and data collection. We also act in other matters of public interest.
- 5.2. We rely upon a collaborative style to ensure that our clients benefit from the commitment of their own individual lawyer as well as the creativity and innovation of the entire team.
- 5.3. The firm enjoys Band 1 ranking in the Chambers Guide to the Legal Profession (2025/2026) in all areas of the firm's practice.
- 5.4. Bhatt Murphy is Lexcel accredited and is a London Living Wage employer.
- 5.5. At a time when access to justice is increasingly under threat, we aim to make ourselves as accessible as possible to our clients, to provide them with high quality legal services, and to contribute to the progressive development of the law in our specialist areas.
- 5.6. Bhatt Murphy is an equal opportunities employer. We aim to have a workforce that is representative of the clients we serve and the area in which our firm is based. We strongly encourage applications from members of groups who are under-represented within our firm and in the broader legal profession, including those from minority ethnic backgrounds, candidates with disabilities, and applicants who were the first in their family to attend higher education.

## **6. Benefits**

- 6.1. The starting salary will be £30,000 per annum rising to £32,000 in your second year.
- 6.2. The firm will match pension contributions made to the firm's group scheme to a maximum of 5% of your annual salary. You will also be entitled to apply for an interest free season ticket loan and access our subsidised healthcare scheme.
- 6.3. You will be entitled to 24 days annual leave per annum (including one day on or around your birthday), increasing by 1 day for each year of service to a maximum of 26 days. In addition, you will be entitled to all English and Welsh public and bank holidays and to time off between Christmas and New Year without relying upon your annual leave entitlement.

- 6.4. We offer up to 10 days of paid study leave per calendar year to trainee solicitors who are studying for the LPC or the SQE while working full time. We offer bursaries to help with the costs of the LPC and SQE to some trainee solicitors who meet the criteria of our bursary scheme. Full details of the scheme are available on our website. We also cover the costs of the SQE 1 Assessment for all trainee solicitors, irrespective of whether they qualify for our bursary scheme.
- 6.5. We recognise that the work of the firm can be very challenging. We support the mental health of our staff by offering targeting wellbeing support, including regular sessions for lawyers with a specialist practitioner. We try to ensure that our staff feel well supported and have a good work life balance.