Welcome to 4 New Square Chambers

WHO WE ARE

4 New Square Chambers is a leading commercial set of 85 barristers, including 32 KC’s, based in Lincoln’s Inn.

Established more than 70 years ago, we have an exceptional reputation in all areas of commercial law including arbitration, banking and finance, commercial dispute resolution, construction, costs, fraud, insurance, offshore, professional discipline, professional negligence and sports. We also have considerable experience in public international law, public law and human rights.

Our members are involved in some of the most high profile and significant cases undertaken at the Bar today and have been involved in many of the landmark legal cases of the 20th and 21st centuries.

We are recognised as a “go-to chambers for its excellence of barristers and depth of skilled counsel” (Legal 500) and we look to maintain this position by recruiting two pupils every year, each with an equal prospect of securing tenancy.

Clare Dixon KC
Head of Pupillage Committee
Why 4 New Square?

At a glance

- 85 Barristers
- 32 King's Counsel
- 2 The number of twelve month pupillages we offer
- £75,000 total annual pupillage award
- £15,000 available to draw down during BPTC year
- £5,000 paid on acceptance
- £10,000 guaranteed earnings in second six months
- Over 70 years of excellence

Your Training and Prospects

- A well structured pupillage with comprehensive training
- A friendly, collaborative and sociable atmosphere
- An environment committed to equality and inclusivity
- Exposure to a broad range of high quality work
- Practising second six with plenty of court experience
- A realistic chance of tenancy
- First rate facilities and support including IT, clerking, marketing and business development

My supervisors were wholeheartedly committed to helping me improve and gave me detailed feedback on my work. I enjoyed the breadth and depth of the work I saw during pupillage, which was mostly ‘live’ work on my supervisor’s ongoing cases. The learning curve is steep and it was a demanding year, but also a very rewarding one.”

Seohyung Kim
Pupil 2018-2019
Supervision and Support

**Pupil Supervisors**
You will be allocated three pupil supervisors over the course of your pupillage, chosen to ensure you see a good range of 4 New Square's work. In doing this, we try and accommodate any interest you may have in a particular area of work.

**Shadowing**
You sit in your pupil supervisor's room and accompany them in all aspects of their practice be it in chambers, in court or meetings out of chambers.

**Mentoring**
You will be assigned a mentor, ring-fenced from the pupillage assessment system, to support you on a strictly confidential basis. This mentoring scheme continues past pupillage with junior members able choose to receive help from up to two mentors during their first few years of tenancy.

**Feedback**
At the end of each seat, you will be given a full written appraisal and attend a formal review meeting. This is used to identify any areas for improvement and what can be done to assist you in this regard.

“The pupillage programme is well-designed, transparent and professional”
The Pupillage Year

The First Six Months
- You will be introduced to members of chambers, the clerks and other staff when you arrive so as to help you feel part of chambers.
- You will have two seats, each of 3 months.
- You will attend court and conferences with your supervisor.
- You will assist them with their work, for instance carrying out legal research, drafting statements of case and writing opinions.
- Throughout pupillage, you will be able to attend events put on for clients such as our annual client party and regular seminars.

The Second Six Months
- We place great importance on getting pupils into court and you can expect to be in court about once a week.
- You will start taking on work in your own right, both on paper and in court, and keep all fees earned.
- At about 9 months into your pupillage, you will be told whether you will be offered tenancy.

Assessed Work and Training Course
- There are two moots during pupillage which are assessed. The moots are normally judged by members of the judiciary.
- You will be required to undertake four written assessments throughout the year. These are marked by members of chambers but not your pupil supervisors.
- There is also training on the types of hearings and applications you are likely to undertake during your practising six.
- You will be able to take part in the internal training that 4 New Square puts on for all members and pupils (eg in relation to presentation skills and networking).
Ed’s Top Five Tips for Pupillage Applications

1. **Know your set:** a targeted application looks much better than a generic one. Think carefully about what makes a particular set stand out and why you’re interested in its practice areas.

2. **Keep it short:** application forms usually include a maximum wordcount for each question. These are limits, not targets. A short, snappy set of answers will give a better impression than long-winded ones.

3. **Be structured:** focus on writing organised responses, which directly answer the questions. Like a skeleton argument, an application is your chance to impress the panel with your written advocacy.

4. **Play to your strengths:** the Bar is not a ‘one size fits all’ profession. Individualism is encouraged and your application will be more memorable if you can highlight distinctive experiences, interests or qualifications that reflect your personality.

5. **Remember the interview:** everything you write is an invitation for interviewers to ask you follow up questions. So don’t refer to anything you wouldn’t also feel comfortable talking about. Recent judgments are a case in point. It’s much better to reference a few you’re familiar with, rather than a long list you’ve pulled together from Westlaw or a chambers website.

Ed Grigg
Pupil 2021/2022

The 4 New Square Environment

- **Work/Life Balance**
A good work/life balance is actively encouraged and pupils are not expected to work outside office hours unless they wish to do so.

- **Social Life**
There is a very lively social scene at 4 New Square with activities ranging from lunchtime running clubs and a climbing group to chambers’ lunches, teas and drinks. Groups of members regularly meet each other for coffee/lunch/drinks.

- **Equality & Diversity**
4 New Square is actively committed to equality and inclusivity. For example, we are a signatory to the Women in Law Pledge, a cross-organisation collaboration between the Bar Council, the Law Society and CILEX to support the progress of women in senior roles. You can find out more about this on our website.

- **Corporate Social Responsibility**
Corporate social responsibility is important to life at 4 New Square. You can read more about our initiatives and activities in relation to access to the Bar, wellbeing, pro bono work and the environment on our website.

- **Facilities**
Our accommodation is a “great combination of stately splendour with all modern cons” with IT provision being “first rate” (Legal Cheek).

“There is a real sense of camaraderie. A truly inclusive, supportive working environment”

LEGAL CHEEK
What we are looking for

Our criteria are objective and we welcome applications from candidates from all backgrounds and universities.

Intellectual Ability
Evidence of the requisite intellectual ability, as distinct from pure legal knowledge. At this stage intellectual ability is usually measured by performance in university and school examinations and at interview and other experience. We may also require applicants to complete a piece of written work during the course of the selection process.

Advocacy
Potential as an advocate both in oral and written advocacy.

Personal Qualities
Personal qualities such as self-reliance, independence, integrity, reliability and the capacity to work effectively with clients, colleagues and chambers’ staff.

Motivation
Motivation to succeed in a career at the Bar, including the steps taken to acquire the personal qualities required of a barrister.

The Application Process and Key Dates

Pupillage Gateway opens for applications
3 JANUARY 2024

Pupillage Gateway closes
7 FEBRUARY 2024

First and second round interviews
MARCH 2024

Offers made through Pupillage Gateway
5 MAY 2024

Pupillage begins
1 OCTOBER 2025
FAQs

Will I be expected to be in chambers every day?
Yes, we do encourage you to come into chambers every day as it will give you a chance to meet more members of chambers and take part in chambers’ activities.

Will my pupil supervisor be in chambers every day?
We endeavour to ensure that all pupil supervisors are regularly in chambers. However, it is likely that your pupil supervisors will sometimes work from home. We would still encourage pupils to come into chambers as other members of chambers as well as staff will be around to assist.

Is it a good idea to have a mini-pupillage at a set before applying?
Whilst it is not essential to have done a mini-pupillage, we do encourage potential applicants to do this. Life at the Bar is rewarding but demanding and a mini-pupillage will help you decide whether you really do want to join the Bar.

Where can I find advice in relation to preparing for pupillage applications and interviews?
As well as the information on our pupillage page, there are various online resources available including Legal Cheek, Target Jobs and LawCareers.net.

Is there any support if I am not offered tenancy at the end of pupillage?
We cannot guarantee that any pupil will be offered a tenancy, but we recruit by objective standards, and any pupil reaching those standards will be taken on. We give every assistance to pupils who have not been offered a tenancy when seeking places in other chambers. We also find that our former pupils are sought-after by good firms of solicitors.