

Don't work anywhere.  
Work somewhere.



**Clarion**

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**Clarion is a pretty special place to work; our people are an incredibly talented bunch who enjoy working together and delivering outstanding client service, whether that be for internal or external clients.**



# Get to know us

The investment that we continually make in our people and our clients is reflected in the high calibre of our lawyers and support teams and the results we achieve. We have had significant organic growth year on year for as long as we can remember, and we are very confident about our future growth. Recently we were named 3rd fastest growing law firm in Europe.

We are clear about where we want to be in the legal market and who we want to work with. Based at a single site in Leeds we work with business owners across the UK and in over 75 countries worldwide.

We invest proportionally more than most law firms in developing our people and culture, to ensure that we create well-rounded people, who are best able to deliver an outstanding client experience. Increasingly, organisations are choosing Clarion because of our people and our culture.

## - We're cut from a different cloth.

We're many things, but we're never ordinary. Our growth comes from giving our people the time and skills to properly invest in our ongoing relationships with our clients. We're great at giving our people time to be curious and develop relationships with our network across the road as well as halfway across the world. And it's why we attract more and more talented people, working together right across the business.

We listen, learn and take action. We know when to collaborate. And when to compete.

We're not for everyone. But our people and our clients are what define us. And we listen to them every step of the way. Our people strategy flows from what it means to be Clarion.

**The service we provide is always rooted in our strong values where we:**

- ✓ **Stand in our clients' shoes**
- ✓ **Stand together**
- ✓ **Stand out**

"I started my career at Clarion and loved it so much I've never left! There are always opportunities for you to progress at Clarion from the moment you start your training. We really encourage our trainees to develop their careers and skill set and everyone who has trained at Clarion has gone on to be offered a role here in recent years.

When you join Clarion as a trainee, you become a valued member of our team and will be treated as such from day one. We aim to give you real experience, exposing you to clients very early on and the autonomy to direct your own development. If you find an area that you're particularly interested in, you'll be encouraged to explore that discipline as much as possible. As we work very closely as a team, we share not only our achievements but our challenges and mistakes - that's part of learning and development.

Throughout your training, you'll get lots of support from those around you. We have an open plan office in which everyone is approachable and happy to make themselves available if you need them. We listen to everyone and believe anyone can make a real difference to our success with the right ideas.

As part of our application process we hold a full assessment week where we bring you on board and show you the ropes - you'll meet the people, the partners and get to know us and our culture for yourself.

Why not come and experience Clarion for yourself?

**Ryan Millmore, Joint Managing Partner**



# Why choose Clarion

We invest significantly in developing our people and culture, to ensure that we create well-rounded people, who are best able to deliver an outstanding client experience. Increasingly, organisations are choosing Clarion because of our people and our culture.

## Culture

We have a positive and open culture at Clarion, which creates an environment where people enjoy coming to work, which is really important to us. We do this through a variety of means, including having an approachable senior team, who all sit in an open plan office; high levels of communication including weekly team meetings, so people feel involved and know what's going on and various methods of recognition such as thank you cards and the Clarion Champion Awards so people feel that their hard work is recognised and valued. The culture is one of teamwork, transparency and authenticity and we do all we can to ensure that our people are well looked after, have rewarding and fulfilling careers and ultimately enjoy coming to work.

Our core values and behaviours underpin the way we all work together and what we stand for and we call this

## 'BeingClarion' – it is our DNA

Our people-focused strategy works as we have exceptional levels of employee engagement. We are very proud to be recognised by Best Companies as:

- The Number 1 law firm to work for in the UK
- The Number 2 large company to work for in the UK
- The Number 3 company to work for in Yorkshire



We are very proud of these accreditations and our award winning culture, but don't take any of them for granted and are continually striving to ensure our people are supported in all aspects of their lives and are engaged with the business.

## Embracing an inclusive environment

Diversity is about how we are all brilliantly unique. At Clarion, we recognise that differences make us a better business – delivering better outcomes for clients, driving innovation and enriching our employee experience.

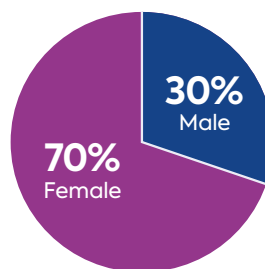
Our 'BeingOne' strategy is about ensuring we become increasingly diverse and inclusive, by harnessing our collective perspectives, in support of a culture where each of our people can thrive and be their authentic selves.

We do this in a variety of ways, such as raising awareness of religious festivals, Pride, Black History Month and International Women's Day. Many of our employees have chosen to share their lived experiences, which has been incredibly powerful in demonstrating how comfortable they feel in our inclusive environment.

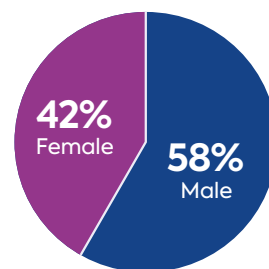
Peer support groups have been established to provide a platform to discuss topics and issues important to our colleagues such as menopause, managing with young children and fertility.

We have a rolling programme of EDI training for all managers and employees and our ambition is to create an environment where everyone, from any background, can do their best work.

We want everyone to have an equal platform to succeed in our application and recruitment process and will implement any necessary adjustments for our employees.



Clarion Employees



Clarion Partners



# Clarion places people development at the forefront of what we do.

## Learning and Development

Clarion places people development at the forefront of what we do. We support your learning through training available through our Expect More and HIVE initiatives.

- Workshops, 121s, mentoring to develop your personal and technical skills.
- We give our people time to listen to and build relationships with our clients – it is what makes us different to other law firms. We train you how to do this and it's a key part of our client service strategy.
- We support your development with regard to internal processes and information specific to Clarion, as well as legal and technical skills.
- We all work together and communication is a really important Clarion behaviour so people management and communication skills are an important focus for us to support you along your career.
- We have a dedicated team and programme to develop your legal and business knowledge.
- As a trainee you will have lots of supervision and guidance to ensure you are fully trained and competent as well as having a buddy from the second year trainee cohort.
- Regular check-ins with your supervisors and the Training Principal.
- You are invited to become a member of the local Junior Lawyers Division (JLD) and be an active participant in their events and socials.

**The overall objective of Clarion's training programmes are to improve the skill levels of all employees so they can best fulfil their role and reach their potential for the benefit of themselves and Clarion.**

## Rewards and Benefits

One of the factors in achieving high levels of engagement is our benefits package and successful candidates can expect to receive a competitive salary as well as many other benefits, which you would expect from a dynamic and innovative law firm including:

- The current salary for 2024 first year Trainees is £33,000.
- Buy/sell scheme holiday scheme – all colleagues start at 25 days plus bank holidays, plus birthday off and an additional day at Christmas.
- Profit Share Scheme.
- Cycle to work scheme.
- Volunteer days.
- Life assurance.
- Travel loans.
- Perkbox benefits.
- Medical cash plan.
- Enhanced Family benefits including maternity, paternity and fertility leave and maternity return coaching programme.
- Well Being support and benefits.
- Support and additional time off for carers.
- On-site yoga and massages.

**Whilst we have agile working, you will hugely benefit from being in the office regularly.**

# ESG at Clarion

Clarion is totally committed to working in a responsible and sustainable way. This incorporates the way we treat our employees, through well-being support and initiatives and extends to wanting to have a positive impact on the environment and the wider community in which we all work and live. To that end, we have various initiatives focussing on the different areas under the ESG umbrella, and all our colleagues are actively encouraged to get involved where their interests lie.

We are building a resilient business that is fit for purpose with high ethical standards that promotes a culture of integrity.



**These are just some of the ways we show our commitment to both:**

- We regularly seek feedback from colleagues to improve their experience at Clarion.
- We've received recognition for our mental health initiatives, winning awards like the Mental Health Champions Award and Mental Health Benefits Award.
- For 15 years, we've been the lead sponsor of Run For All Leeds 10k Clarion Corporate Challenge, and in 2023 and 2024 we are proud sponsors of the Rob Burrow Leeds Marathon.
- We support annual fundraising for chosen charities, with the company matching the funds raised by employees.
- We actively engage with the community by fostering talent through mentoring, work experience, and apprenticeship opportunities.

# Our people and our community

- All employees can take two annual volunteering days to contribute to local causes.
- We sponsor many grassroots sports groups in Yorkshire.
- We are a Real Living Wage Accredited Employer.
- There is an active programme of initiatives to support our journey to net-zero, which includes recycling, paper-lite working practices and participation in re-wilding initiatives.

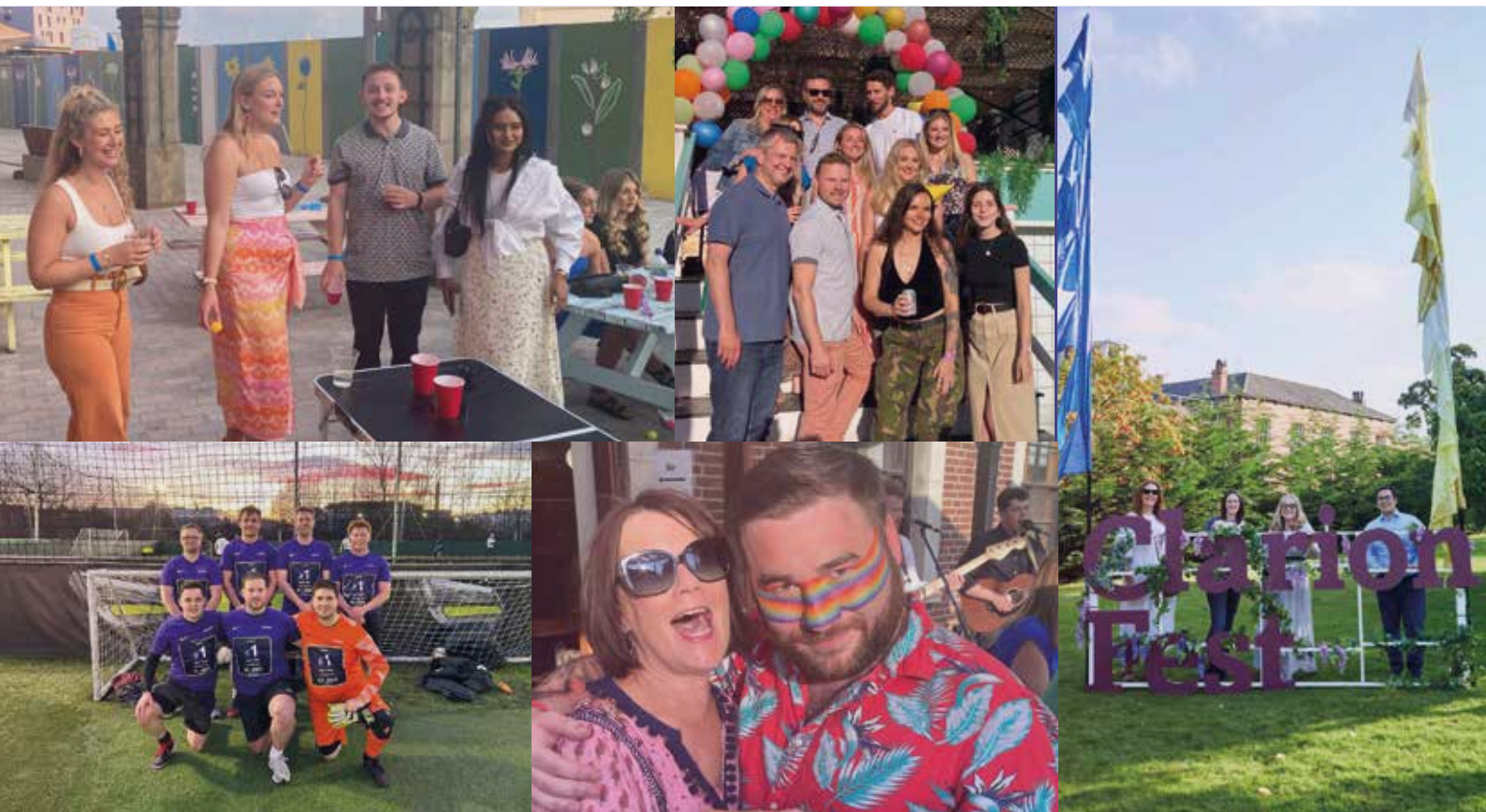


## ClarioNet

ClarioNet was created to encourage our junior lawyers to build a network of contacts that will develop with them throughout their careers.

This is done by encouraging our own rising stars to organise networking events for other up and coming individuals across a variety of professional and corporate sectors in the region.

ClarioNet is also used internally as a forum for the employees of Clarion to air any views and/or provide constructive suggestions. Open forum sessions are held throughout the year and feedback is given to the management board. The firm invests in its people and encourages everyone to have a say.



## Socials

Clarion has a social committee which organises regular meet-ups and social events for employees throughout the year including an annual Summer and Christmas party, annual trip to the pantomime and regular after-work food and drinks, such as pop-up pizza stands, fish and chip vans and BBQs. We also have a netball, badminton and football team.

As a trainee, you are actively encouraged to get involved in all of these events and use the opportunity to make friends and get to know people within the business. Ideas for new events and groups are also always welcome!

“Clarion immediately stood out to me against other firms in Leeds for its open-plan and non-hierarchical working environment and the large variety of training contract seats that were available. Trainees at Clarion can expect to receive responsibility and real work from day one, whilst feeling that they are supported throughout their training contact by experienced lawyers.”

Georgina Lill, Associate, Commercial



# Our clients

We work with a wide range of clients across various sectors from large corporates and owner managed businesses to SMEs, new start ups and high net-worth individuals.

We are uniquely placed to service our clients' full business needs as well as protect them personally by offering a full complement of corporate services alongside one of the largest private client teams in the region.



## Brass Monkey

Having worked with Brass Monkey since the business was founded, Clarion has provided all of its legal needs including Corporate, Commercial, IP and Employment advice.



## Bundobust

Bundobust turned to Clarion's Real Estate team. They completed on a new 15-year lease of a premises at Bennett's Hill, Birmingham, which will be the fifth Bundobust site.



## Hark

Clarion advised the management of Hark on the sale of the business to European-based energy analytics and IoT company, SolarEdge.



## Mina

Clarion's corporate team advised the shareholders of Mina on its sale to FLEETCOR UK, a leading global business payments company.



## Gilbanks

After having worked with Gilbanks on the lease of the Park Row site, Clarion went on to complete a new large-scale lease for Gilbanks' second site, 22,000sq ft of new serviced offices in York Street, Manchester.



## MFO

Clarion has supported MFO across its various business providing a range of legal services including Corporate, Real Estate and Private Wealth advice. For example, the Clarion team has supported MFO's investment in establishing its chain of seven UltraFlex gyms across Yorkshire, the Humber and the North East, most recently opening a new gym in Pudsey, North Leeds.



## N. Peal

Clarion has supported all of N.Peal's legal needs over the last ten years, including providing commercial Dispute Resolution, Real Estate and Corporate & Commercial advice.



## TC Murray Harcourt

Clarion, working alongside a tax team from TC Murray Harcourt, advised the management team on an MBO from former shareholders James Keighley and Ian Brazier who continue in their roles of chair and finance director respectively. The MBO is part of a phased retirement plan for the third-generation family business.



## Pace Ward

Clarion's corporate team, supported by colleagues in the firm's commercial, employment and property teams, advised Pace Ward on its sale to Ardonagh Advisory. The sale saw the business join Ethos Broking, complementing Ethos' existing partner brokers.

# Your training contract

Clarion is interested in candidates who are passionate and ambitious. We are looking for clear communicators who display commerciality and integrity. We require our trainees to demonstrate more than just academic success and to be self starters.

We offer a number of training contracts per year, which begin in September. Trainees will have the opportunity to experience four six-month seats in one of our following departments:



**Banking and Finance**



**Corporate**



**Commercial and IT**



**Intellectual Property**



**Employment**



**Commercial Property**



**Dispute Resolution and Litigation**



**Business Restructuring and Insolvency**



**Debt Recovery**



**Costs and Litigation Funding**



**Family**



**Private Wealth**



**Contentious Private Client**



**Property Litigation**



**Construction**

Formal end of seat reviews, together with informal mid-seat appraisals, enable you to gain valuable feedback on your performance, together with direction on future seat allocation and personal and professional development.

You will receive full training in all the disciplines necessary for the successful completion of your training contract. We also offer our trainees the opportunity to gain experience of the firm's marketing and self-development activities. Trainees are encouraged to join the firm's networking group, ClarioNet, to attend the firm's social events, to assist in representing the firm at Law Fairs and marketing events and to participate in mentoring schemes at law colleges, universities and schools

We believe that to be a member of the Clarion team is to be at the heart of one of the most exciting firms the legal profession can offer. We are looking for trainee solicitors who will share that belief and work with us over the long term to realise the immense potential of the firm.

"When I was researching firms for my training contract, I would look at the firm website and literature and so many didn't mention anything about diversity, particularly racial diversity. It would make you feel that 'I won't fit in, there is no one else like me there'. When I started as a paralegal I knew Clarion was nothing like that. I'll never forget how included the Commercial Dispute Resolution team made me feel and how interested they were to learn about my culture and always supported me."

**Rana Akram**  
Associate, Employment



# After qualification

We are extremely proud of our retention rate in recent years and we have been able to offer exceptionally high levels of retention. The high-quality development opportunities, support and great employee experience means that people want to stay with us for the long term.

As the two-year training contracts ends, Clarion supports its Trainees through the qualification process and seeks to retain them as permanent employees in the department of their choice, where possible. Kerri-Anne Ball gives an account of her qualification experience and Marie Pugh, Partner, explains why she has stayed with the firm since she was a paralegal.

**We have retained 88%  
of our trainees in 2023**

“Clarion have been very supportive throughout my training contract and during my transition from trainee solicitor to newly qualified solicitor. Clarion valued and encouraged my views and wishes all throughout my training contract and on qualifying.

“Clarion are a very transparent and pro-active firm and I was offered a role as a solicitor in my desired department during my third seat of my training contract, a lot sooner than trainee solicitors at other firms often find out about whether they have a job as a newly qualified solicitor. This made the whole process of securing a newly qualified position a lot quicker and less stressful.

“Since qualifying at Clarion, I have been encouraged to attend any training sessions which I feel will assist my development as a solicitor and truly feel like my development is important to Clarion and they want to assist me in becoming the best solicitor I can be. I felt like part of the team straight away, and continued to work on complex client matters, even managing some of the more straight forward client files myself.”

– Kerri-Anne Ball  
Senior Associate, Private Wealth

“Clarion has always offered me autonomy over my career path and great opportunities to grow and develop. I joined Clarion as a Paralegal in 2004, trained here and qualified into the Commercial Property team in 2007. In 2015, with the support of the Partners, I started up the Banking and Finance team – an opportunity I wouldn’t have had at any other firm. The team has grown from 4 employees to 11 in two years, and I was made Partner of the team in 2017.

“I’ve stayed at Clarion because of the great team of people, friendly atmosphere and culture, the interesting and varied workload as well as the opportunity to develop and progress my career.”

– Marie Pugh, Banking and Finance

# How do I apply?

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Applications for training contracts commencing September 2025, open 11 January 2024 and the closing date for applications is 31 March 2024.

If you have any questions please contact our [People team](#) at: [people.team@clarionsolicitors.com](mailto:people.team@clarionsolicitors.com)



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People Director

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“Applying to Clarion was the best decision I made. After I attended the Insight Evening, the People team offered to provide constructive feedback on my CV. This level of interest and support in my career for nothing in return made Clarion stand out from other firms I researched.

Now as a Clarion trainee in year two, I go to work every day knowing that I am surrounded by supportive colleagues. My trainee supervisor and I have bi-weekly catch ups and I value these meetings so much. My team include me in complex but interesting matters. They have shown an interest in my contributions and have welcomed me with open arms.

I feel like everyone at Clarion is rooting for me and wants me to succeed. I’m therefore excited for what lies ahead during my training contract and beyond.”



**Olamidé Owojori, Trainee**



**Deadline for applications 31st March 2024**

# Application Process

Applications open in 11th January 2024



# Where are we?

We are based in the heart of the financial district in Leeds city centre, at Elizabeth House on Queen Street. The train station is just a 10 minute walk away, with the bus station less than a 20 minute walk.



If you're deciding where to start your legal career, Leeds is an excellent option for aspiring lawyers! Here are a few reasons why:

- Leeds is the fastest growing UK legal centre, offering the same range of services as our peers in London, but without the sky-high fees.
- Law firms based in Leeds offer the same quality of work and clients, both international and domestic, as London, whilst providing the kind of first-rate lifestyle and favourable work-life balance that can be unaffordable and unattainable in the capital.
- As the third largest city in the UK, and its second largest financial centre, Leeds is also great for business generally, meaning that there are lots of other young professionals to meet and network with.

- Leeds City Centre is home to numerous shops, restaurants, bars, nightlife, museums and other attractions, whilst being close to the Yorkshire countryside and the Peak District, allowing you to balance a buzzing city life with weekends in the country, perfect for long walks, picturesque picnics and cosy pub lunches in places such as nearby Knaresborough and Ilkley Moor.



Whilst we have agile working, you will hugely benefit from being in the office regularly.

# Frequently asked questions

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## Will you actually read my application?

Yes! We read every single application that we receive. We also give comprehensive feedback to those candidates who attend our Graduate Week in the office, as we think this is a really important part of the process and hope it can help you going forward if you're not successful at that stage.

## Do you accept applications from non law-students?

Of course we do! Some of our best solicitors have studied a subject other than law.

## Does it make a difference when I submit my application?

Applications are read after the application deadline has passed. When you submit your application has no bearing on any decision. But maybe don't leave it until one minute to midnight on closing day to submit it!

## I did not get the A-level results I wanted, will that affect my application?

Whilst having good grades is important, a desire to really succeed in law and being passionate are equally as important - so we look at applications as a whole. If you have extenuating circumstances just let us know on the application form.

## I don't have much legal work experience, does that matter?

In short no! Several of our trainees have joined us with little to no previous legal experience. We read every single application and want to find out more about you, so make sure you tell us about all the interesting things you do outside of studying and working.

## Do you have a preferred provider for the LPC, GDL or SQE?

No, you're free to choose where to study, although we have long-standing and positive relationships with BPP and the University of Law.

## What are you doing about the SQE?

We welcome applications from SQE students! The route to qualifying as a solicitor is changing and we're prepared for that. We will continue to accept LPC applicants and also SQE applicants for the time being. The SQE is going to be a great opportunity for more students to get into law. You'll be taking the Solicitors Qualifying Examination (SQE) instead of doing the LPC after your undergraduate degree or law conversion course. It is our expectation that you complete your whole two years' qualifying work experience with us, so we can maintain the integrity and high standards of our training programme. Our commitment to giving you the best training and exposure to great work won't change. You will be expected to have passed your SQE 1 & 2 exams (or LPC) prior to commencing your Training Contract in September 2025.

## If I have previously applied for a training contract at Clarion, can I apply again?

There is no reason why you cannot apply again and in some cases you will have been given the feedback from the previous year to actively do so. We would ask though that you are very clear about what you have learned since you last applied and how you have developed and increased your knowledge since we last met you.

## Do you pay towards legal course fees?

We do not currently pay for any LPC, GDL or SQE course fees. If you are required to do your Professional Skills Course (PSC) during your Training Contract, Clarion will cover the cost of that course as part of our commitment to your Training Contract.

## Do you offer any support or guidance at the application stage?

If you have any questions at all, please don't hesitate to contact a member of the People Team at: [people.team@clarionsolicitors.com](mailto:people.team@clarionsolicitors.com)

Also, please come along to the Insight Session on 6 March 2024 as this will be a great opportunity for you to ask questions and meet the graduate recruitment team and current trainees so this will be an invaluable experience prior to completing your application form on-line.

**You do not have to have completed your LPC or SQE 1 & 2 at point of application, but you do need to have passed them with official confirmation by the time the training contract commences (September 2025).**

