



Your future
with
Clarion...

Clarion
Expect More

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ABOUT CLARION

Clarion has established itself as one of the foremost players in the region's highly competitive legal community, providing a realistic alternative to national firms. Whilst Leeds based, the firm has a reputation regionally, nationally and internationally. It has become renowned for being forward-thinking and commercially savvy.

Clarion stands for something different. The management board recruit lawyers who can express their personality and strengths for the benefit of the client. Clarion are committed to nurturing and developing our young lawyers from paralegal through to partner.

We have a long term 'forward investment' approach to our client relationships allowing us to differentiate on quality of service and cost. Clients recognise this and the added value they receive and everyone at Clarion has a role to play with developing and building client relationships. Our ethos is that we deliver on our service promises and more, to give the best possible experience to our clients.

Our approach is focussed, enthusiastic and energetic. With these qualities, and with our skilled and experienced team, we have differentiated ourselves at Clarion by becoming known as a firm run by 'entrepreneurial' advisers, who see ourselves as business people as well as excellent lawyers, understanding our clients' real issues rather than purely serving their immediate legal needs.

This strategy has supported us to achieve double digit growth year on year over a decade. The firm continues to secure significant brands as clients from FTSE 100 and major in-bounds through to some of the leading entrepreneurial OMBs in the region.

What's important to us:

As we go about our business, we always aim to be:

- commercial – by taking time to understand our clients' real issues, and to work with our clients to find the right commercial solution for them;
- clear communicators – by talking in a language our clients can understand;
- ambitious – to be successful for ourselves and for our clients;
- loyal – to our colleagues and to our clients, building long lasting relationships within our firm and also with our clients; and
- energetic – investing energy and enthusiasm over and above our competitors.

“ 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 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

OUR CLIENTS



MAERSK

*intermarketing
agency*
an ADVANTAGE SMOLLAN company



HILLARYS



HOME

bruntwood ●



nobia



WHY CHOOSE CLARION?

1

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.

As a result we have a consistently high level of employee engagement, with 93% of our employees saying that they are proud to work at Clarion, and 92% saying they would recommend Clarion as a place to work.

2

TRAINING

Clarion places people development at the forefront of what we do. As well as your Professional Skills Courses you will also be able to access training via Clarion's Learning and Development Programme, which is called the Expect More Academy.

It comprises of four components, to support your learning:

1. **You** – developing your personal and technical skills
2. **You and the Client** – development opportunities to directly improve the client service strategy
3. **You and the Firm** – supports your development with regard to internal processes and information specific to Clarion, as well as technical skills
4. **You and the Team** – People management skills to support you along your career.

The overall objective of Expect More is to improve the skill levels of all employees to enable you to best fulfil your role and reach your potential for the benefit of yourself and Clarion.

3

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, eligibility to receive the annual profit-share, as well as many other benefits that you would expect from a dynamic and innovative law firm including life assurance, travel loans, Perkbox benefits and medical cash plan.

"I'm so happy that I've been given the opportunity to progress my legal career here at Clarion, and I just absolutely love the fact you're allowed to put your ideas forward and the business listens."

Stephanie Shepherd, Associate, Commercial & IT



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CLARIONET

ClarionNet has been designed 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.

ClarionNet 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.

5

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 and monthly after-work food and drinks, such as pop-up pizza stands, fish and chip vans and BBQs. We also have a netball and football team.



6

CORPORATE SOCIAL RESPONSIBILITY

We believe that every business can, and should, play an active and valuable role in supporting the local community in which it works, bringing tangible personal development and other benefits we can all enjoy. Examples of some of the community projects which we are involved in include the following:

- we have been the headline sponsor of the Leeds Jane Tomlinson 10k Corporate Challenge for over 10 years;
- a number of our lawyers at Clarion share their expertise with students at local high schools and BPP as part of ongoing mentoring programmes;
- we have been recognised by the Leeds Dementia Action Alliance for becoming 'dementia friendly' and are active supporters of Carers Leeds; and
- Clarion is proud to support various charities, which are chosen on an annual basis by the team. In recent years, they have included Yorkshire Air Ambulance, the Alzheimer's Society and Open Arms Malawi and any money raised is increased through Clarion's generous donation matching initiative. In addition, every Christmas the team are actively involved in Radio Aire's Mission Christmas appeal, collecting gifts for under-privileged children in the local area and helping pack and distribute them.



YOUR TRAINING CONTRACT

Clarion is interested in candidates who are energetic 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

REAL ESTATE

**DISPUTE
RESOLUTION
AND
LITIGATION**

**CORPORATE
RECOVERY**

**DEBT
RECOVERY**

**COSTS AND
LITIGATION
FUNDING**

FAMILY

**PRIVATE
CLIENT**

**CONTENTIOUS
PRIVATE
CLIENT**

**PROPERTY
LITIGATION**

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.

"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 contract by experienced lawyers. I am proud to say that I am a Clarion trainee."



Hannah Newbery, Associate, Employment

AFTER QUALIFICATION

We are extremely proud of our retention rate in recent years and we have been able to offer roles to 100% of our trainees in a variety of our teams. 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. One of our recently qualified lawyers gives an account of her qualification experience and Marie Pugh, Partner, explains why she has stayed with the firm since she was a paralegal:

"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 straightforward client files myself."

Kerri-Anne Ball, Associate, Private Client



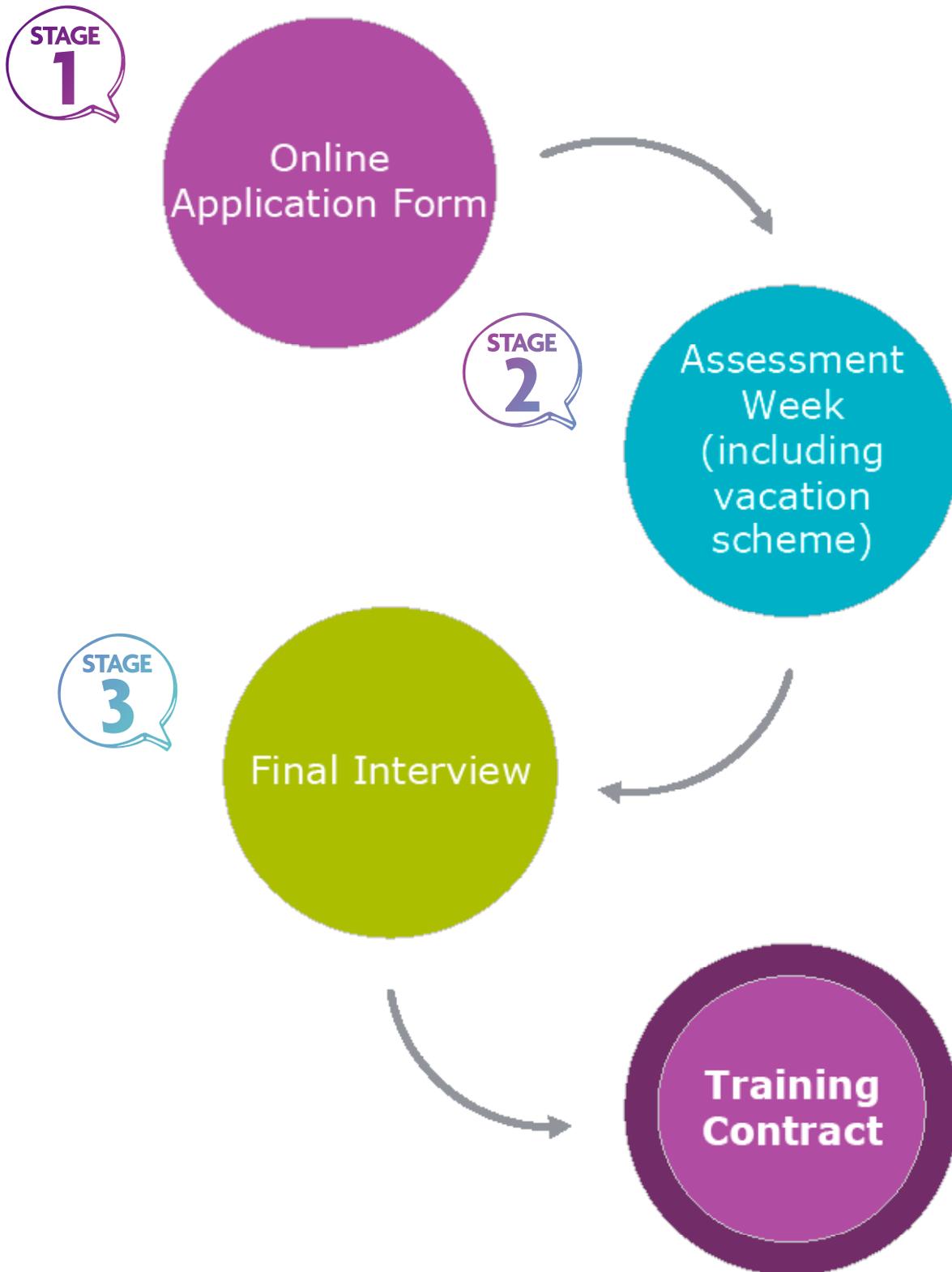
"Clarion has always offered me autonomy over my career path and great opportunities to grow and develop. I joined Clarion as a Paralegal in 2004, trained here and qualified into the Commercial Property team in 2007. In 2015, with the support of the Partners, I started up the Banking and Finance team – 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, Partner, Banking and Finance



APPLICATION PROCESS



HOW DO I APPLY?

Complete the online application form at www.apply4law.com/clarionsolicitors. Alternatively, visit our website, www.clarionsolicitors.com/careers/training-contracts and click on the link to apply online.

Applications for training contracts to start in September 2021 open in December 2019 and the closing date for applications is 29 March 2020.

If successful, you will be invited to an assessment week, where you will get to experience working at Clarion in various teams before being invited to an interview day.

If you have any questions please contact Helen Saunders or Nicola Moyes.



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"I am delighted to be carrying out my training contract at such a dynamic, innovative firm as Clarion. Joining Clarion's team of extremely talented and experienced lawyers has offered a great opportunity for me to learn from some of the best in the industry. During my training contract I have been really impressed by the client exposure I have already received and the opportunity to work on a number of high value cases."

David Spence, Associate, Business Restructuring and Insolvency



WHERE WE ARE

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.

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