

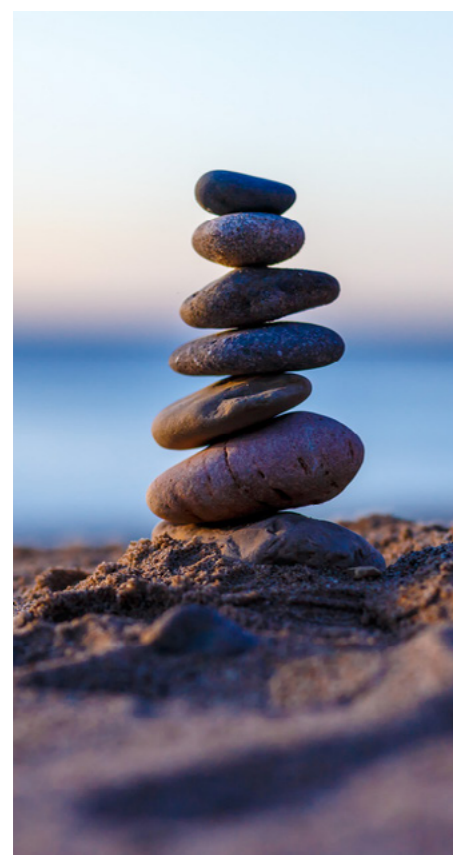


One step  
**closer**  
to your **CAREER** in  
**LAW**



# Content

- 3** Who Are We?  
Nockolds Solicitors at a glance
- 4** Darren Hayward  
A message from our Managing Partner
- 5** Your Training With Nockolds  
Find out more about your time with us
- 6** Nikki Ealey  
Q&A with our Trainee Solicitor, Nikki
- 8** Your Application  
Take a look at the application process
- 9** Where Will You Sit?  
Find out how you'll spend your time here



- 11** An Award-Winning Firm  
Find out why we're so proud to be Nockolds
- 12** FAQs  
Frequently asked questions about our Training Contracts
- 14** Saagar Mehta  
Q&A with our Trainee Solicitor, Saagar
- 16** It's Not Just About Work...  
How we let our hair down outside of work
- 17** Community and Charity  
Take a look at how we help our community
- 19** Do You Have What It Takes?  
Find out more about becoming a lawyer at Nockolds

# Who Are We?

Nockolds Solicitors at a glance...



**BISHOP'S STORTFORD | LONDON**  
*Established 1831*

**2**  
offices

**11**  
partners

**160**  
staff

**30**  
services





# Darren Hayward

*“If we look after our people they will look after our clients”*



Welcome to Nockolds! I am the Managing Partner of the firm and I wanted to take this opportunity to tell you a little about us. Choosing the right law firm to apply to and deciding which is best for you can be slightly daunting; we have therefore put this brochure together focusing on the things you should definitely know about us.

Whilst we are a firm that has been around for over 180 years, it is during the last few years that Nockolds has grown significantly, and with two thriving offices in Bishop's Stortford and the City of London we are even more excited about our future plans... and that is down to our people.

For us, our members of staff are the most valuable assets we have. Training, developing and investing in our people is an absolute priority here. Our philosophy is very simple: if we look after our people they will look after our clients.

It is our 'one firm' culture which sets us apart from many other law firms and that is why we are fortunate to have attracted the most talented lawyers and have celebrated major client wins in recent years.

In addition to being included in the Sunday Times 100 Best Small Companies to Work For, we are also one of only a handful of law firms that has received the Gold Investors In People Award. Even more relevant to law students, are the accolades and awards received in recent years for our training contracts. We were the proud winners in six categories in the leading law student guide for students, Lex 100, and having twice won the LawCareers.net annual awards for Best Recruiter, we were also nominated for the Best Trainer Award.

Investing time in recruiting and training our trainee lawyers has paid dividends and is invaluable spent. And, why? Well, we see our trainees as the future of the firm. We want to give our trainees the exceptional training they deserve so that they can become the talented lawyers they aspire to be and then take hold of the baton as the next generation. We want our trainees to feel part of Team Nockolds, to embrace our culture, to strive to serve our clients and to be inspired by our vision.

I hope this brochure gives you an insight into life with us and I hope that I have the pleasure of working with you.

# Your Training With Nockolds

A training contract that encourages a hands on approach from the outset



## ***We encourage individuality and drawing on previous experiences***

We offer our trainees responsibility, exposure to the firm's business and clients, and a tailored training contract to ensure you are well prepared and equipped for life as a fully-rounded solicitor. All of our trainees are encouraged to handle their own caseload under the supervision of a Partner.

Making the choice to join Nockolds will provide you with opportunities to work with market leading professionals and clients across a range of industry sectors such as property, litigation and private client.

We are committed to ensuring that you have the opportunity to grow your client skills early in your career by providing you with access to clients in each part of the business you

train within. This might include attending client meetings, participating in tenders and managing your own caseloads.

As a trainee at Nockolds you will work across a number of different parts of our business and we encourage and invite ideas on new ways of working so that we, as a business, can constantly improve.

We pride ourselves in recruiting trainees who have something different to offer. If you feel you have done something different and have an appreciated level of individuality, we would like to hear from you. We also like our trainees to have some experience in the law, whether this is by way of a vacation placement or other pro bono or work experience.

# Nikki Ealey

*"I enjoy every day because the people make each one that much better"*



## Why did you choose to apply to Nockolds?

I've lived in Bishop's Stortford for most of my life so I had known about Nockolds for a long time before I applied. People were always saying how great and friendly the firm was, but when I looked into it further I discovered how fast it was growing so I knew it would be a great place to work.

## What did you make of the application process?

It was challenging but the activities on the day were interesting and thought-provoking - I also enjoyed the interview itself as well. It was a tough process with several parts, but I appreciated the opportunity to demonstrate more than my ability to do well in interviews and on paper.

## What does your typical day involve?

My day can include a variety of tasks, ranging from research, writing letters and drafting court documents. In general, there will always be client contact involved. I get the opportunity to go to court hearings as well.

## Has the training met your expectations?

It's exceeded my expectations. I was told that I would be given a lot of responsibility coupled with plenty of support if I needed it; but I hadn't anticipated the responsibility to be as great as it has been, and I learn so much because of it.

## Has anything surprised you about working at Nockolds?

How well I'm looked after - everyone is very supportive, friendly and welcoming, but the firm itself is one that really cares for its staff and that is reflected on a daily basis. I enjoy every day because the people make each one that much better.

## What advice would you give a potential trainee?

Be creative with your application and don't be afraid to let your personality shine. Clearly you need to understand and show an interest and passion for law, but there is more to being a solicitor than that and Nockolds will be looking for that in its applicants.

The highest ranking  
law firm in the Sunday  
Times 100 Best Small  
Companies to Work For



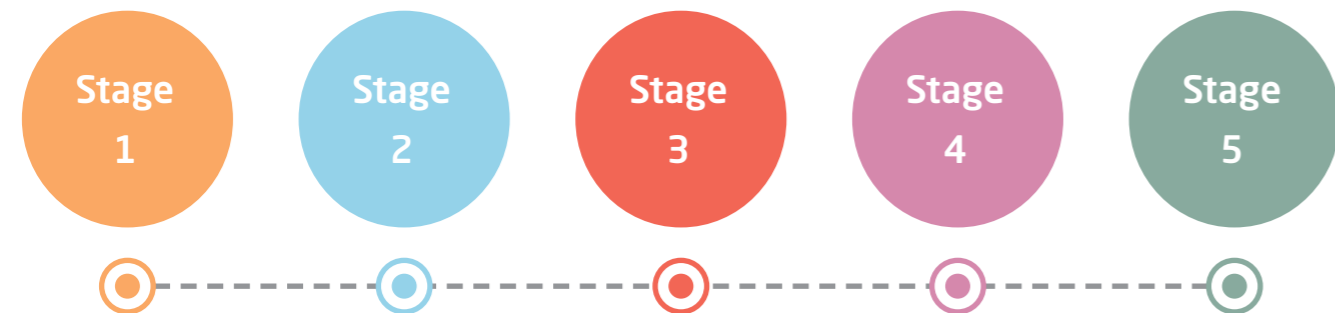
# Your Application

Applications should be submitted by July in the year prior to the start date



# Where Will You Sit?

Your training contract will be divided into four seats lasting six months in each Team



## Get to know us!

Take a look at our website, speak to a member of staff at a careers/law fair or connect with us on social media!

## Apply!

Applications should be made via the Careers section of our website at [www.nockolds.co.uk](http://www.nockolds.co.uk)

## Time to shine!

Shortlisted candidates will be interviewed to take part in an interview over Skype.

## Almost there!

Successful candidates will be invited to interview in October.

## Join us!

All candidates will be informed within a month on whether they have been successful or not, and then the countdown until you join us begins!

## One Compulsory Seat in Contentious Law

Family and Matrimonial

Employment

Commercial and Property Litigation

## One Compulsory Seat in Non-Contentious Law

Residential Property

Wills and Probate

Commercial Property

Corporate and Commercial

Plus Two Additional Seats in Either of the Above

# An Award-Winning Firm

We think we're pretty great - but don't just take our word for it

## AWARDS



## ACCREDITATIONS



99% of staff said that they feel proud to work for the organisation

\* The Sunday Times 100 Best Small Companies to Work For



# FAQs

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

Yes, we prefer to recruit a mix of candidates with strong academics.

## Can first year university students apply for a training contract?

You should apply one or two years before you wish to start your training contract so it would be too early for first year students.

## If I have previous legal experience, can it count towards my training contract?

Yes! We appreciate and understand that future potential trainees may have relevant previous legal experience and therefore all 'time to count' forms are considered during the training contract.

## I wish to apply for paralegal work. Is this possible?

Yes, please visit our website ([www.nockolds.co.uk](http://www.nockolds.co.uk)) to check for suitable vacancies.

## I have passed the Bar Vocational Course exams and wish to change direction to become a Solicitor. Would you consider my application?

Yes, just apply via our website and please explain your reasons for changing direction.



## How do you feel about taking a year out?

We welcome applications from all types of people and if you wish to take one year out, consider the year you wish to apply for.

## I haven't had any work experience yet in a law firm. Will my application be downgraded because of this fact?

No. We find that students often feel obliged to undertake vacation placements every year, or as often as they can, because it will look good on their CV. Vacation placements are good for you because they give you a good look at different firms. It also gives the firm a chance to interact with you. However, if you have done something else very interesting or challenging, we would like to see that on your CV.

## Do you specify which electives trainees should take at law school?

No, you may sit whichever electives you prefer.

## Do you have a preferred institution for the LPC/GDL?

No, we feel that this is your decision especially in terms of location.

## Do you pay fees and maintenance grants?

No, unfortunately not.

## Does the firm organise any social events?

Yes! Work at Nockolds can be demanding, so it's important that you enjoy yourself and we have a genuinely sociable and fun culture. Events are organised by the firm, social committee, and by individuals. To find out more about our social events, take a look at page 16.

## What are the people like?

Unstuffy, friendly but very focused on their work. We have always sought to hire people who have personality and a sense of humour to go with the required skills and commitment. Everyone is pleasant to deal with and this makes a good working environment.

# Saagar Mehta

*"It's okay not to know things and ask for support!"*



## Why did you choose to apply to Nockolds?

The firm has a wide range of practice areas that would give me an opportunity to have a rounded experience as a trainee. I saw that the values of Nockolds and its commitment to support charity and community endeavours were aligned to my own personal values.

## What did you make of the application process?

It had more of a 'human touch' in comparison to other firms. There was much more face-to-face communication and contact, rather than having to fill out countless forms. I particularly enjoyed being able to meet and interact with other staff at the firm, and was able to get a true feel for what working here would be like.

## What does your typical day involve?

My day ranges from phone calls and emails to clients, to drafting and completing legal documents, to attending client meetings and court hearings. We're also encouraged to go to marketing events and to network outside of the firm, as well as within.

## Has the training met your expectations?

I would say it has exceeded my expectations. There is a real hands-on approach that Nockolds operates with its training, and there are also periodic reviews to ensure that we're being involved in as many things as possible. I've been given responsibilities from a really early stage, which has been great.

## Has anything surprised you about working at Nockolds?

Nockolds really values the work/life balance and promotes it with a range of social events throughout the year. It's a great way to get to know your colleagues and makes working at Nockolds really fun.

## What advice would you give a potential trainee?

Come with an open mind and a willingness to learn, to experience everything the firm has to offer, but most importantly, to just to have a good time. Also, understand that undergraduate and postgraduate studies do not necessarily set you up for a career in law, and therefore it is okay to not know things and ask for support!



99% of staff believe  
the firm has a **strong**  
social conscience

\* The Sunday Times 100 Best Small  
Companies to Work For



# It's Not Just About Work...

We're not just proud of what we do within the working hours



**We're proud to say that we work hard inside of working hours, but we also know how to have a good time! We love spending time with each other so we hold regular social events to help encourage an equal work-life balance.**

Whether we're going out for dinner, watching a show at the theatre or punting along the River Cam, we think it's important that we can share our life and experiences both inside and outside of the workplace.

# Community and Charity

Each year Nockolds gives support to a charity through sponsorship and raising funds



***We think it's important to be an active member in your community...***

... which is why we support a different local charity every year; holding different fundraising events throughout the year to support the charity, raise funds and the charity's profile.

In the past, we have raised over £8,000 for our Charity of the Year by holding events such as quiz nights, Christmas and Easter raffles, bingo nights and charity balls. In addition to the events mentioned, we also undertake one challenging task a year which in the past has involved an epic walking challenge of 34 miles between our Bishop's Stortford and London office and the Yorkshire Three Peaks Challenge.

Not only this, but many of our staff members undertake charitable activities voluntarily. For example, in the past some of our staff members completed a cycle ride from London to

Paris to raise funds for the British Heart Foundation, run the gruelling Nuclear Race to raise funds for Kisses4Kids, the Great North Run for testicular cancer and Cancer Research's 'Race For Life' and 'Pretty Muddy' events to raise money and awareness of breast cancer.

We also have a green initiative to minimise the impact of our activities on the environment. With the support of our staff members we recycle paper and plastic waste, as well as batteries, mobile phones and printer cartridges and we aim to reduce our energy usage. In addition to this, we only ever send our marketing campaigns via email.

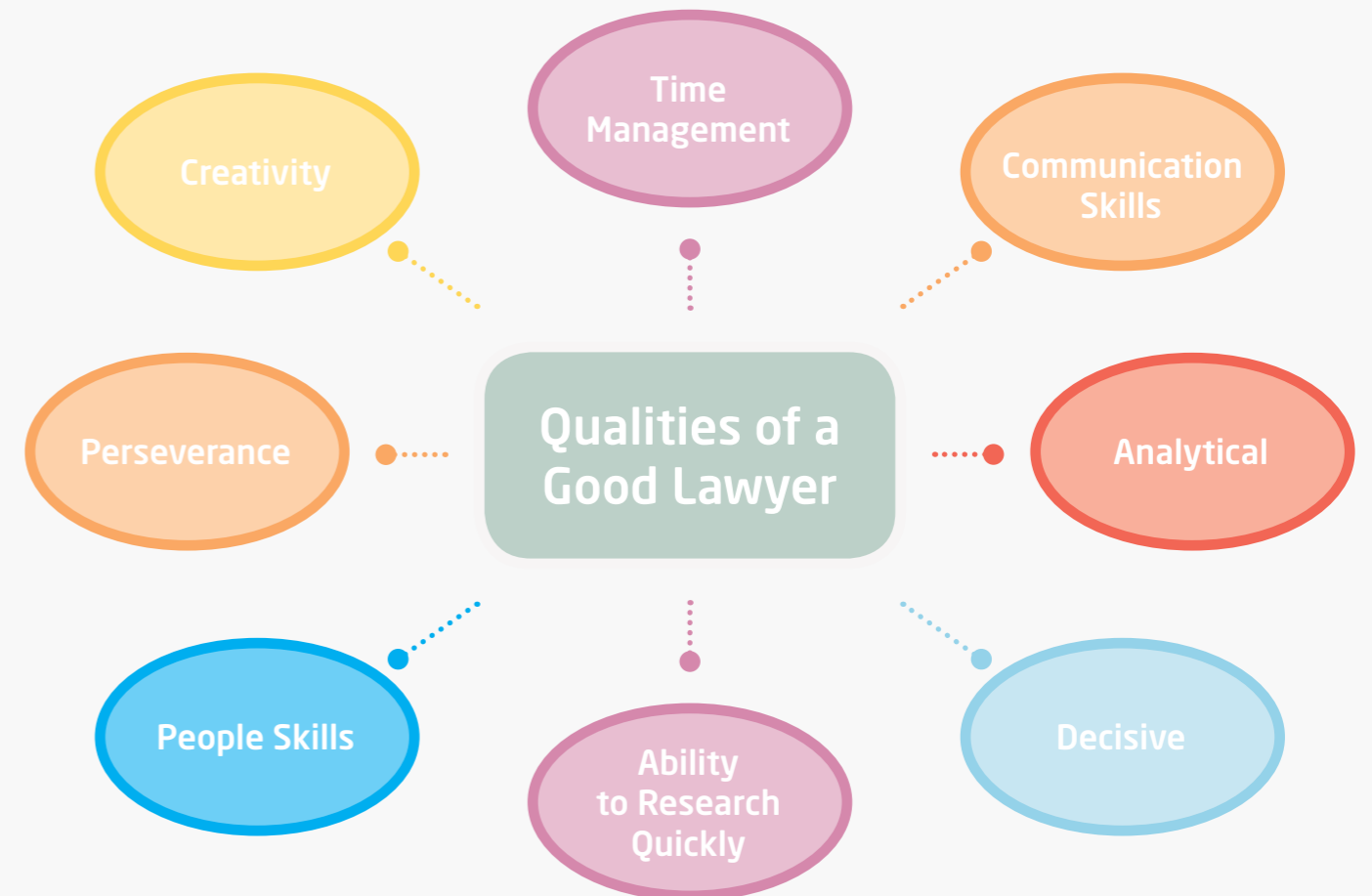


88% of staff said  
that they  
love their jobs.

\* The Sunday Times 100 Best Small  
Companies to Work For

# Do you have what it takes?

We have a reputation for excellence based on the high calibre of our staff



## *We are committed to ensuring that you develop the skills you need*

We have a reputation for excellence based on the high calibre of our staff and a rigorous on-going recruitment process. Every year we review many applications, and short-list approximately 15 candidates for interview. From these we will eventually appoint two or three trainees a year.

We are looking for graduates with a **minimum 2:1** degree in any discipline and with excellent 'A' levels who aspire to be Partners and who are ambitious, highly motivated and positively welcome a professional challenge.

All applicants should be personable, self-confident and able to inspire confidence in clients. They should also demonstrate the intellectual rigour and strength of character necessary to

establish a firm foundation for a successful career.

Trainee Solicitors are part of our professional team and fundamental to the future progress of the firm. Initiative is expected and rewarded, and subject to ability Trainees will be entrusted with responsibility.

Although we make no formal commitment at the outset - nor ask for one - we encourage proven trainees to remain with us after training. We regard our trainees as the main source for our Solicitors, and, indeed, future Partners. Many of our present Solicitors, Associates, Principal Associates and Partners trained with the firm.



Find us on 

'Life at Nockolds'

## **Bishop's Stortford**

6 Market Square  
Bishop's Stortford  
Hertfordshire  
CM23 3UZ

t: 01279 755777

e: [enquiries@nockolds.co.uk](mailto:enquiries@nockolds.co.uk)

## **London**

6 Broad Street Place  
London  
EC2M 7JH

t: 020 3892 6800

e: [enquiries@nockolds.co.uk](mailto:enquiries@nockolds.co.uk)



[www.nockolds.co.uk](http://www.nockolds.co.uk)