



“I’m really excited to start my training contract in 2019. Following the offer of my training contract I decided to study for my LPC part time at BPP. BLM were really supportive in my decision to study part-time.”

Sophie Cottam, Paralegal

Recruitment Process

The recruitment process for the Vacation Scheme consisted of three parts; an online application form, an online critical thinking test and an assessment Centre. The whole process was well organized and I felt like it was very much geared towards getting to know me as a candidate.

I especially liked that, at the assessment centre, all the candidates were given a ‘base room’ so we were able to chat and get to know each other - this definitely helped calm my nerves.

The assessment day was then made up of three tasks, an interview, a pre-prepared presentation (we were given the topic a week beforehand) and a written exercise. The last exercise required us to complete a task that you would be expected to do as a trainee and tested our ability to pick out and analyse relevant information.

The atmosphere of the day was very welcoming. All of the partners and the members of the graduate recruitment team were friendly and focused on getting to know me as a person, rather than just my academic ability.

Your vacation scheme experience (seats, kind of work etc)

I completed my Vacation Scheme in 2017 in BLM’s Manchester Office. The scheme lasted two weeks long and I was able to sit with two different teams in this time.

I spent my first week in the property damage and recovery team, working alongside the trainee in that team. Everyone was very friendly and welcoming. The first week gave me the opportunity to grips with how the firm works on a daily basis and what it would be like to be a BLM trainee solicitor.

I also spent a morning shadowing a barrister which was an invaluable experience as I was able to see how solicitors and barristers collaborate and work together on litigated matters.

For my second week I moved “seats” to the Healthcare Team. This team is split into two specific areas; regulatory and claims. I got to experience both during my week in the team.

Examples of work that I undertook include: drafting witness statements, reviewing medical records and attending conferences with witnesses.

Highlight of the scheme

The highlight of the scheme for me was definitely attending a GMC hearing. It was a fantastic opportunity and I felt it was representative of the type of work I would get to experience as a trainee.

Support (graduate recruitment, teams, trainees...)

The graduate recruitment team was really supportive and welcoming from the first day. They regularly checked on us throughout the scheme and were happy to answer all of our questions.

In both teams I was allocated a trainee buddy. This was a great source of support and the trainees were there to provide general information and advice should I need it. It was helpful to learn more about the different experiences that each trainee had during their training contracts so far.

Social event(s)

The trainees organised for all of the Manchester vacation scheme participants to go bowling during the second week of the Scheme. It was nice to talk to the other trainees and vac schemers to discuss their experiences and just generally get to know each other better.

The future (Training contract, LPC etc.)

At the end of the two weeks, I had a review meeting with two members of the graduate recruitment team. This was more of an informal chat for us to discuss what I had enjoyed and for the firm to gather our feedback about the scheme. As I had already completed the recruitment process to get the vacation scheme I didn't need to attend another interview or final assessment day.

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I am currently working in a paralegal role at BLM's Manchester office whilst I complete my LPC. I am gaining invaluable experience prior to commencing my training contract which I think will allow me to hit the ground running in September 2019.