11KBW

11KBW: Lateral Recruitment Policy

11KBW welcomes applications for tenancy from established practitioners.

We recruit excellent practitioners, with integrity, who will make a positive contribution to Chambers' practice, life and community. In taking decisions as to recruitment, we have regard to business needs within Chambers and the overall balance between different practice areas and seniorities.

11KBW is committed to equality and diversity (Equality & CSR | 11KBW). Our recruitment policy positively encourages applications for tenancy from under-represented groups, and we are particularly keen to improve access to the Bar for members of such groups.

I. Criteria

Any application to join 11KBW will be made to the Pupillage and Tenancy Committee ("the PTC") in the first instance (as set out further below). The PTC will consider any application with reference to the following criteria:

- Intellectual ability;
- Advocacy (both written and oral);
- Integrity;
- Ability to make a positive contribution to Chambers' practice, life and community; and
- Overall business case for recruitment, having regard to business needs within Chambers and the overall balance between different practice areas and seniorities.

II. Content of application

Applications should be sent directly to the PTC Secretary (PTCSecretary@11kbw.com).

It would assist the PTC if candidates (at all levels of seniority) provide the following materials:

- A cover letter, explaining why they wish to join Chambers, and brief CV;

- A "business case", of no more than around 1-2 pages, explaining how the candidate would seek to transfer their practice to Chambers (in whole or part) and to develop it once in Chambers;

- 3 examples of recent written work (whether skeleton arguments, written advice, public judgments or similar), anonymised as appropriate to protect client confidentiality;

- A breakdown of fee income by year, practice area and (where possible) instructing solicitors over a sufficient period to enable the PTC to assess the candidates' practice (often 5 years, but the PTC recognise that periods of e.g. maternity, paternity or parental leave, or other time away from practice may mean that it is appropriate to consider income over a longer period);

- Details of all:

    - members of 11KBW with whom they have had material professional dealings over the last 5 years. Candidates are welcome to provide this information over a longer period, if they wish to do so. The PTC will consult with all members named by the candidate in respect of their application to 11KBW; and

    - members or former members of 11KBW before whom they have appeared as counsel over the last 5 years. Again, candidates are welcome to provide this information over a longer period, if they wish to do so. The PTC will consult with the members and former members named by the candidate in respect of their application to 11KBW. (The former members of 11KBW who currently hold judicial office are: Lord Sales JSC, Lord Justice Lewis, Lady Justice Laing, Mr Justice Kerr, Mr Justice Choudhury, Mr Justice Swift, Mr Justice Cavanagh, Mrs Justice Steyn and Employment Judge Stout. Former judges include Lord Justice Elias and Mr Justice Keith, Mr Justice Field, Mr Justice Wilkie, Mrs Justice Elizabeth Slade and Mr Justice Supperstone.)

- Contact details for professional referees (the number of referees is a matter for candidates; generally, the PTC welcomes references from c.3 to 5 referees), together with confirmation that they are content for the PTC to approach those referees to seek references.

III. Confidentiality

All applications and documents provided by candidates for the purposes of their application will be treated as confidential. Initially, information will be shared only with members of the PTC, and any individuals consulted by the PTC in respect of the candidate's application, on confidential terms (and only as necessary at each stage of the process). For the avoidance of doubt, data may also be processed by Chambers' administrative staff for the purposes of administrative / logistical support in respect of the application. If the PTC recommends an offer of tenancy, it may then be necessary to share applications and documents provided more widely within Chambers.

IV. Process

Initial consideration

Applications will be considered by a sub-committee of the PTC. The sub-committee will determine whether to invite a candidate to interview. They will do so by reference to the materials above.

Interview

Where candidates are invited to attend an interview, the interview will take place either in person or by videoconference (or in "hybrid" format, with some attendees in person and some by video). Please raise any preferences as to format with the PTC Secretary.

We will endeavour to ensure that the interview panel includes practitioners specialising in the candidate's areas of practice, as well as practitioners from a broad spread of other practice areas.

Decision

Where a majority of the interview panel recommend the offer of a tenancy, a recommendation will be made to the wider PTC. Where a majority of the PTC recommend the offer of a tenancy, a recommendation will be made to Chambers. Members of Chambers will have the opportunity to request that a Chambers Meeting be held to consider the recommendation. If a Chambers Meeting is held, an offer of tenancy will be made where 75% of those voting in person or remotely vote in favour of such offer. At any stage of the process, there may be consultation where necessary with Chambers' Management Committee and/or Head(s) of Chambers.

V. Reasonable adjustments

11KBW will make all appropriate reasonable adjustments.
Our premises at 11 King's Bench Walk, leased from the Inner Temple, are accessed by 8 steps. There is no internal or external lift in any part of the premises, and Chambers is unfortunately not wheelchair accessible. However, we can arrange for an interview to take place in an alternative accessible venue and will consider any other appropriate reasonable adjustments as the need arises.

Please raise any requests for adjustments with the PTC Secretary (PTCSecretary@11kbw.com), with Richard Leiper KC (Chair of the PTC; richard.leiper@11kbw.com) or with Jane McCafferty KC (Equality and Diversity Officer; jane.mccafferty@11kbw.com).

Any such requests will also be kept confidential unless otherwise agreed with you.