



# Early talent brochure

**Defining possibility, realizing potential.**

From day one, you're in the room.  
On the matter, and part of the team.  
Learning by doing, building confidence early,  
helping shape defining moments together.

**WINSTON  
TAYLOR.**

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# Introduction

## Defining possibility, realizing potential.

Early careers are defined by the moments that stretch you, test you, and accelerate your growth. At Winston Taylor, those moments come early—and you're not expected to sit back and wait for them.

This is a firm built for early career talent ready to step in, speak up, and shape what's next alongside the businesses and markets driving capital and innovation. From the outset, you are trusted to contribute, encouraged to challenge, and supported as you build confidence through experience—not observation.

From day one, you'll be in the room, involved in the work, and part of the team—joining client calls, attending matter meetings, and seeing how decisions are shaped in real time. You'll support live deals through research, drafting, and coordination, and contribute to matters as strategies evolve.

With early responsibility and close support, you'll see how your work

feeds into the bigger picture, receive regular feedback, and quickly learn how to manage shifting priorities. This is learning by doing—fast, practical, and demanding—where skills are sharpened through real work, confidence is built through contribution, and judgment grows through exposure to high-stakes work.

You'll benefit from structured development programs and hands-on learning. You'll be part of a global platform that combines scale with speed, giving you exposure across complex, high-stakes work while still feeling close to the action. Here, your potential isn't capped by titles or timelines—it's shaped by your curiosity, contribution, and ambition.

# Learn more about the firm

Law firms have different cultures and specialisms, and it can be hard to assess if a firm is right for you from the outside. Our Open Days, webinars, and work experience schemes give you the opportunity to learn more about the firm and hear from our lawyers.

## Taster Week

October 12–18, 2026

As part of our Taster Week, we invite you to a series of Open Days designed to provide you with valuable insights into our firm. During these events, you will have the opportunity to connect with our senior lawyers and trainee solicitors who will share their experiences and knowledge.

You'll need to complete our short application form to secure your place.

Applications open September 1, 2026.

## Webinar Week

September 28–October 2, 2026

Throughout Webinar Week, we'll host a series of online events covering the various sectors we focus on and provide guidance from our Early Talent Team. During our Sector Spotlight Series, you'll hear from our senior lawyers about the pivotal role of each of our sectors.

You'll also have opportunities to engage with the Early Talent Team and our lawyers through online sessions designed to offer insight into life at Winston Taylor and the application process.

Registrations open September 1, 2026.

## First year opportunities

In May, we host our First Year Insight Day, where you'll get the chance to learn more about the firm, network, and think commercially. This is a great step to ensure you're ready to apply for our Vacation Scheme opportunities.

To apply for our 2027 First Year Insight Day, you'll need to be in the first year of your degree (studying any subject) and complete an application form to attend.

Applications are now closed and will open on February 1, 2027.

## Solicitor Apprenticeship Open Evening

We'll be hosting online and in-person Solicitor Apprenticeship Open Evenings in February 2027. Our Open Evenings are a great opportunity to speak with the Early Talent Team and solicitor apprentices to find out more about the firm and our scheme.

To attend an Open Evening, you need to be in the final year of your A-levels or equivalent. Parents and guardians are welcome to join the sessions (and we encourage them to join too!). The in-person session will be held in our London office, and expenses will be covered for those attending.

Registration will open in autumn 2026.

# Graduate and undergraduate schemes

**Our Vacation Schemes**

**Our training contract**

**Our training contracts in Cambridge**

**Our Dublin Internship**

**Our Dublin placement year**

**Our Dublin training contract**

**SQE with Winston Taylor**

# Our Vacation Schemes

Our Vacation Scheme lets you experience what it's like to be a trainee solicitor in a fast-paced law firm.

From your first day, you'll benefit from comprehensive training, with an induction program that introduces you to our partners, our employees, and our business strategy. You'll also be given a buddy among the current trainees who can answer your questions having been in your shoes.

We recruit for our Vacation Scheme in London and Cambridge.

Regardless of the scheme you apply for, you'll spend two weeks immersed in two different practice areas, gaining first-hand experience under the supervision of our approachable associates and partners. You'll also be involved in socials, networking opportunities, pro bono work, and more, so you'll end the scheme with invaluable experience and a clear sense of career direction.

To be eligible, you'll need to be in the second year of your degree or beyond. We also welcome applications from those who have graduated, as well as career changers.

Completing a Vacation Scheme with us is the only way to be considered for a training contract. Our Spring Vacation Scheme is two weeks in April. Our Summer Vacation Scheme is held across London and Cambridge for two weeks in June.

Applications will open for our 2027 Vacation Schemes in September 2026.

**Have a question about our Vacation Scheme?**

[Email the Early Talent Team](#)

# Our training contract

We focus on giving our trainee solicitors a wide range of experience across the firm, so you can find the area of law you're passionate about.

You'll have the opportunity to train across a range of practice areas—advising on life sciences M&A deals, supporting patent disputes at the cutting edge of innovation, working on complex refinancings, or contributing to the development of the built environment we live in.

From transactions to disputes, you'll gain real insight into how different

areas come together in practice, and how legal advice shapes commercial outcomes across industries, markets, and investments.

Across our two-year training contract, you'll move through four, six-months seats in different practice groups. All trainee solicitors undertake a seat in either Corporate or Finance, and at least one seat must involve contentious work.

For your remaining two seats, you'll be able to choose from a range of our exciting practice areas.

## Getting started

As soon as you start, you'll receive an in-depth induction to help you fit right in, as well as legal technical training throughout your seat. In each seat, you'll work closely with a supervisor who'll provide feedback and guidance, with the option to request a mentor to help you achieve your long-term professional goals.

We also offer client secondment opportunities and short relationship-building international secondment opportunities to boost your real-world experience. And if you like to learn at your own pace, you can sign up to personal development programs and online learning to help you improve your interpersonal skills and increase your commercial knowledge.

We don't believe there's a set path in law. Many of our lawyers joined the profession from different backgrounds, and we believe their diverse experiences help us find solutions others might not consider and enhance the service we provide to clients.

We encourage applications from both law and non-law students who meet our eligibility criteria. Kickstart your career with us from September 2029.

# Our training contracts in Cambridge

Cambridge is Europe's largest tech and life sciences cluster, with IP-rich start-ups and large multinationals developing the future of deep tech, biotech, and pharmaceuticals.

Our Cambridge office is known for its life sciences, patents, and corporate work, and is ranked in the top tier across multiple practice areas by The Legal 500.

Our program has been designed to mirror everything available in our London office. All trainee solicitors

spend time immersed in our key practice areas, where they gain on-the-ground experience working with our lawyers. They also get the opportunity to attend a client secondment or spend time in our London office.

We're looking for individuals who are interested in training in Cambridge and seeking to develop a long-term career in the region.



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**Nurturing our home-grown junior talent in the Cambridge office has been a long-term goal for us, and it's hugely rewarding to see this plan come to fruition.**

**Our Cambridge office has an exciting remit covering some of the cutting-edge technology being developed in the region and beyond, so offering training contracts here is an incredible opportunity for those looking to carve out a legal career in tech or life sciences.**

**We're looking forward to finding the right fit for our successful teams in these practice areas and kickstarting two promising legal careers in Cambridge.**

Ross McNaughton | Partner, Winston Taylor

# Our Dublin Internship

Our Summer Internship lets you experience what it's like to be a trainee solicitor in a fast-paced law firm.

From your first day, you'll benefit from comprehensive training, with an induction program that introduces you to our partners, our employees, and our business strategy.

During the Summer Internship, you'll spend four weeks immersed in two different practice areas, gaining first-hand experience under the supervision of our approachable associates and partners. You'll also be involved in socials, networking opportunities, and more. You'll end the scheme with

invaluable experience and a clear sense of career direction.

We take on up to four summer interns per year. To be eligible, you must be in the penultimate or final year of your degree.

Applications for our 2027 Summer Internship open September 2026 and close on October 30, 2026.

**Have a question about our Internship?**

[Email the Early Talent Team](#)

# Our Dublin placement year

Our annual placement year lets you experience what it's like to be a trainee solicitor in a fast-paced law firm.

From your first day, you'll benefit from comprehensive training, with an induction program that introduces you to our partners, our employees, and our business strategy.

During the placement year, you'll spend time within each of our practice areas, gaining first-hand experience under the supervision of our approachable associates and partners. You'll also be involved in socials, networking opportunities, and more. You'll end the placement year with invaluable

experience and a clear sense of career direction.

We take on up to two placement year students per year. To be eligible, you must be on a degree course which includes a placement year and provide permission from your university.

Our placement year runs from July each year and lasts for 12 months.

Applications for our 2027 placement year open in January 2027.

**Have a question about our placement year?**

[Email the Early Talent Team](#)

# Our Dublin training contract

Our Dublin trainee program will start in July 2028, followed by the Professional Practice Course (PPC) course at Blackhall, and 24 months' work experience rotating through various practice areas. As soon as you start, you'll receive an in-depth induction to help you fit right in, as well as legal technical training throughout your time with us.

In each seat, you'll work closely with a supervisor who'll provide feedback and guidance, with the option to request a separate mentor to help you achieve your long-term professional goals.

And if you like to learn at your own pace, you can sign up to personal development programs and online learning to help you improve your

interpersonal skills and increase your commercial knowledge.

Applicants should either have already successfully completed all FE1 examinations or be in the process of completing them. You must pass all FE1 examinations before your start date.

Candidates are selected for the training contract via our internship and placement year.

# SQE with Winston Taylor

Before you commence your training contract with the firm, you will undertake the SQE1 and SQE2 examination. We have partnered with University of Law for this course, which will enable you to gain a breadth of knowledge before commencing these examinations.

Additionally, you will also undertake an SQE Plus course to provide you with further legal knowledge ahead of joining the firm, which includes a Master's.

In the SQE Plus course, you will undertake courses in Business of Law, Mergers and Acquisitions, Innovation, Technology, and Legal Project Management. To enable you to tailor your learning to your own preferences, you will have the additional option of selecting two other practice areas you are interested in learning more about.

Ahead of commencing the course, you will meet with the Early Talent and Development Team to learn more about the course and our expectations and be provided with support throughout the year-long course.

By completing the course and examinations ahead of your start date, you will be able to hit the ground running and gain your two years' qualifying work experience through our training contract.

The firm will also provide a GBP17,000 maintenance grant to support you financially while you study.

# What we're looking for

## Great minds

Academic ability is important, and we look for a minimum of AAB at A-level (or equivalent), and at least a 2:1 in any degree discipline. We appreciate due to personal circumstances you may not meet the AAB requirement—if this is the case for you, please reach out to our Early Talent [Team](#).

## Commercial instincts

Before you can advise clients, you need to understand how they operate. You'll need to have good commercial instincts and be able to demonstrate you understand how businesses work.

## Collaborators

From teaching junior colleagues to advising clients, collaboration will be essential to your role. You'll need to be able to explain complicated issues clearly, engage with stakeholders effectively, and manage your workload efficiently.

## Adaptability

We advise clients who are shaping the future. You'll be working in sectors where the law frequently changes, and you'll need to be able to adapt quickly to new situations and feel comfortable with the unknown.

## Determination

You'll work with exciting clients in incredible sectors—but it's going to be hard work. You'll need to be focused, committed, and have the drive necessary to solve often complex and challenging legal issues.

# School leaver schemes and apprenticeships

## Limitless

Limitless is designed to introduce Year 12 students to the world of law.

Featuring monthly upskilling workshops, networking opportunities, and a two-day work shadowing opportunity, Limitless will let you experience what it's like to work in a law firm. We'll introduce you to the skills you'll need for a career in law and help you kickstart your career as a solicitor.

Applications to Limitless are open to students in Year 12 from low

socioeconomic backgrounds and/or Black heritage.

To take part in the scheme, you must have achieved seven GCSEs at grade 6 and above, including at least a grade 7 in Maths and English. You'll also need to be available to attend all the monthly sessions and the two in-person work shadowing days in October.

Applications for 2027 will open in March 2027.

**Have a question about our school leaver schemes?**

[Email the Early Talent Team](#)

## Solicitor Apprenticeship Program

We don't believe there's a set path in law—university isn't for everyone, and we appreciate that.

Our six-year Solicitor Apprenticeship Program offers school leavers with an interest in law an alternative route to qualifying as a solicitor. If you want to kickstart your legal career straight out of secondary education, read on to learn how we can help you unleash your limitless potential.

As a solicitor apprentice, you'll join our inclusive culture that allows you to be

yourself, with support to help you become who you want to be. We want to support talent from the outset, so we'll also offer you support as you transition from school to joining the firm.

Our six-year program has been designed to help you hit the ground running from day one. You'll work towards an LLB (Hons) law degree and a Solicitor Level 7 Apprenticeship. Each week you'll spend four days working in a practice area on client cases, with one day studying with our training

provider, University of Law (ULaw). We'll pay for your apprenticeship tuition fee and during your apprenticeship you'll be eligible for our benefits.

When you begin your apprenticeship, you'll be matched with an apprentice champion—an associate—who'll introduce you to colleagues and help you settle in.

# Solicitor Apprenticeship Program continued

## Induction

You'll have a full week's induction which will introduce you to the firm, our IT systems, and the basic skills of working as a lawyer.

You'll also have an induction with ULaw to provide you with a full understanding of the course, the requirements, and study support available.

## Years 1–4

You'll spend each year in a different practice area to experience working with our lawyers. You'll be given a dedicated supervisor and buddy who'll support and help you understand each area of law.

In addition, you'll cover the following with ULaw: Common Law Method and Ethics, Public Law, Law of Contract,

Law of Tort, Criminal Law, Critical Approaches in Current Legal Issues, Land Law, Real Estate, Business Law, Equity and Trusts, Access to Justice and Legal Services, Criminal Litigation and Evidence, and Civil Dispute Resolution.

## Years 5–6

Supported by our trainee solicitors, you'll rotate through four practice areas, some of which you may've already worked in during your first four years, enabling you to further build your skills and knowledge.

You'll be provided with a dedicated supervisor and buddy throughout your final two-year journey. Studying the SQE2 with ULaw, you'll cover Business Law, Wills & Succession, SQE1 Preparation, Skills Portfolio, SQE1 Bootcamp and Examination, SQE Preparation and Examination, and key practice areas.

Following successful completion of the six-year Solicitor Apprenticeship Program training and exams, you'll have earned an LLB (Hons) law degree and be a qualified solicitor. Our aim is to offer successful lawyers a newly qualified role in a practice area of their choice.

Applications will open for our 2027 Solicitor Apprenticeship Program in January 2027.

# Solicitor Apprenticeship Program continued

## What we're looking for

When we review applicants, we look for the skills and qualities that'll help them become a successful lawyer. These include the below.

### High-flier

We look for individuals who are on track for a minimum of AAB (or equivalent) in their A-levels and have a minimum of seven GCSEs at grade 6 and above, including at least a grade 7 in Maths and English.

### Hard worker

Being an apprentice will require you to juggle studying and working. We look for individuals who demonstrate a commitment to both. You'll have to be focused, committed, and ready to stay motivated, even in the face of challenging legal and academic issues.

### Commercial thinker

We're defined by the advice we offer to our clients. You'll need to demonstrate in-depth knowledge of how a business works and how to apply it in real life.

### Team worker

From internal projects through to supporting clients, communication and teamwork will be at the heart of your role at Winston Taylor. You'll need great negotiation skills, and we'll expect you to work collaboratively, supporting and advising your colleagues as required.

### Forward planner

Balancing a variety of pressing cases and client demands along with your studies, you'll need great time management skills and the ability to plan for any contingency.

We use Rare Recruitment's Contextual Recruitment System (CRS) which allows us to consider your achievements in the context in which they were obtained.

We understand that not all candidate's achievements look the same on paper—and we want to recruit the best people, from every background.

We're also a disability-confident organization. We ensure all candidates are supported and able to perform at their best throughout our assessment process.

If you require support for any reason, including if this relates to a disability or health condition, please do [let us know](#).

# Development opportunities

## Trainee development

During your employment at Winston Taylor, you really will learn something new every day.

You'll follow our development program, Empower, featuring bitesize workshops, webinars, panel sessions, and more that'll equip you with the

technical knowledge and skills you need to become a qualified lawyer.

You'll also have access to some of the world's most forward-thinking lawyers, who will provide support and guidance to help you unleash your limitless potential.

## The Empower curriculum includes sessions on:

- identifying personal effectiveness and developing time management skills
- acquiring skills to effectively take instructions and know when (and how!) to ask questions
- increasing reading speed while maintaining accuracy
- developing drafting and grammar skills
- learning techniques to effectively respond to feedback with emotional intelligence.

## Trainee development continued

### Alongside our curriculum, you'll also receive:

- A dedicated supervisor for each of your seats, who will provide regular feedback and recognition and help you to balance your workload and wellbeing.
- A comprehensive induction designed to provide you with key topical information, introduce you to the inner workings of the firm, and encourage you to explore and build your network.
- Mid-seat and end-of-seat performance reviews to ensure you are continuously developing.
- Practice area-specific training from our lawyers, providing you with all the know-how to succeed in your current seat.
- Graduate recruitment and apprentice partners, dedicated to ensuring all of our trainees and apprentices flourish at Winston Taylor.
- At least two mentors from across the firm, allowing you to learn from others and see different routes and opportunities.
- Support from our dedicated Early Talent Team, every step of the way.

# How to apply

Please see the recruitment process for the scheme you are applying for.

## Vacation Scheme

### Stage one: Application form

You'll be required to submit an online application and covering letter which details your work and education history, and you'll also need to answer some competency questions. We work with Rare Recruitment's Contextual Recruitment System, so every application we receive is looked at in context.

Applications are now closed for our 2026 Summer Vacation Schemes. Applications for our 2027 Vacation Schemes will open in **September 2026**.

### Stage two: Online assessment

After screening your application, you'll be required to complete an online verbal reasoning and critical thinking test. You have 14 days to complete the test.

Once completed, you'll be notified as to whether you will be moving forward to stage three of our process.

### Stage three: Written exercise

Once you have completed the application and online tests, you may be invited to complete an online written exercise. This two-hour assessment is designed to assess your analytical, commercial, and written communication skills.

Following the written exercise, you'll be notified as to whether you have been successful in gaining a place at our assessment day.

### Stage four: Assessment day

Taking place between January and March, the assessment day is the final stage of our process.

The assessment day consists of two exercises—a commercial awareness exercise and a competency-based interview. Both provide an opportunity

for you to show your commerciality, relevant to a career at Winston Taylor, along with your motivations and the skills you have for a successful career with us. Our assessment day takes place in person.

# How to apply

Please see the recruitment process for the scheme you are applying for.

## Solicitor Apprenticeship Program

### Stage one: Application form

You'll be required to submit an online application and covering letter which details your work and education history, and you'll also need to answer some competency questions.

We work with Rare Recruitment's Contextual Recruitment System, so every application we receive is looked at in context.

Applications are **now closed** for our 2026 Solicitor Apprenticeship Program.

Applications for our 2027 Solicitor Apprenticeship Program will **open in January 2027**.

### Stage two: Online assessment

After screening your application, you'll be required to complete an online verbal reasoning and critical thinking test. You have 14 days to complete the test.

Once completed, you'll be notified as to whether you will be moving forward to stage three of our process.

### Stage three: Assessment day

Taking place in the April (and during your spring holidays), the assessment day is the final stage of our process. The assessment day consists of three exercises—a presentation, a written exercise, and a competency-based interview.

They all provide an opportunity for you to show your commerciality, relevant to a career at Winston Taylor, along with your motivations and the skills you have for a successful career with us.

All assessment days take place in person.

Winston Taylor is a disability-confident organization. If you require support for any reason, including support relating to a disability or health condition during our application process, please let us know. All information is treated as confidential.

### Start your career today

If you want to unleash your limitless potential, today could mark the start of your career with us.

If you're interested in finding out more about the firm, please visit our website [winstontaylor.com](https://winstontaylor.com).

# How to apply

Please see the recruitment process for the scheme you are applying for.

## Dublin Internship and placement year

### **Stage one: Online application form**

Please submit an online application which details your work and education history. We will also ask some competency questions.

### **Stage two: Online tests**

After we've screened your application, we ask that you complete an online verbal reasoning and critical thinking test. You have 14 days to complete the test.

Once completed, we will inform you whether you have been successful in securing an interview.

### **Stage three: Partner interview in our Dublin office**

The final stage is a competency-based interview where you will have an opportunity to share your motivations and demonstrate your skills for a successful career with us.

# Support and benefits

Starting your career can be daunting. We appreciate this and will support you as you transition from school or university to working life.

We'll invite you to regular social events before your start date with the firm, so you can start to build your network and meet current apprentices and trainee solicitors.

We'll maintain regular contact with you so you're always well supported and connected, with our Early Talent Team on hand to answer any questions you have.

We'll match you with a buddy when you start your apprenticeship/training contract who'll introduce you to colleagues and help you settle in.

Our people are our business. And to deliver their best work, they need to be at their best. Improving wellbeing is vital to our inclusive culture and we offer a competitive package of employee benefits focused on supporting health, wellbeing, and fulfilment.

## Our benefits

- Medical insurance
- Life assurance
- 25 days of holiday (plus an extra seasonal day in December)
- Subsidized staff restaurant
- Season ticket loan for travel
- Interest-free loan for set-up costs
- Pension scheme
- Employee assistance program
- In-house GP service
- Cycle to work scheme
- In-house counseling service
- In-house counseling service
- Moving house day

## Support and benefits continued

### Solicitor apprenticeships

- **Starting salary of GBP28,000 in London.**
- **Apprenticeship tuition paid for.**
- **One day of study leave per week.**

### Training contracts

#### London and Cambridge

- **Competitive salary**  
GBP52,000 in year one, GBP57,000 in year two, and an NQ starting salary of GBP115,000.
- **GBP17,000 maintenance grant**  
When studying the SQE course. Apprenticeship tuition paid for.
- **GBP12,500 maintenance grant**  
When studying the PGDL course.

# Application FAQs

When do applications open for the 2027 Vacation Schemes?

Applications are now closed for our 2026 Summer Vacation Schemes. Applications for our 2027 Vacation Schemes will open in September 2026.

When are your Open Days?

As part of Taster Week, taking place between Oct. 12–18, we will be running a series of Open Days and skills sessions. To attend one of these events, you need to be in the first year of your degree or beyond. Applications open on September 1, 2026.

I am a first-year student, how can I meet the firm?

Our First Year Insight Day will take place in May 2027. To apply, you'll need to be in the first year of any degree. Applications open in March 2027.

I didn't achieve both a 2:1 and AAB, is it worth me applying?

We do accept mitigating circumstances so if this is the case, please clearly explain why you didn't achieve the marks you were expecting so we are able to take this evidence into consideration.

We'll also review your grades via Rare Recruitment's Contextual Recruitment System, which enables us to view your performance and grades in context.

We read each application form fully before making a decision, so we advise candidates who may not have performed as well as they had hoped to academically to highlight their motivation, skill set, and attitude to succeed in their application.

When do you hold your assessment days?

We will be holding assessment days between January and March.

I'm a career changer, can I apply?

We welcome applications from candidates from a variety of experiences and backgrounds, from undergraduate level to those who have embarked on a career before their entry into law. Different career backgrounds bring different interests and skill sets, enhancing and diversifying the service we provide to our clients.

Can I apply to more than one Vacation Scheme?

You can only apply to one scheme per academic year.

## Application FAQs continued

I am an international student, am I eligible to apply?

As a transatlantic law firm, we are able to sponsor work visas.

We welcome applications from international students and appreciate that academic equivalents are not always easy to calculate.

Therefore, we advise candidates to complete the academic achievement section on the application form with as much detail as possible as this enables us to benchmark this appropriately. We pay particular attention to ensuring fairness in all our recruitment processes so we will be in touch directly with any questions we have.

What are the eligibility criteria to apply for the Vacation Schemes?

To be able to apply for our Vacation Schemes, you'll need to be in the penultimate year of your degree or beyond. Regarding academic ability, we do look for AAB at A-level and a 2:1 in any degree discipline.

If you do not meet the AAB requirement but are able to demonstrate strong academic performance elsewhere and have the motivation, skill set, and attitude to succeed, please reach out to one of the team to discuss your application.

We want to recruit top talent for our relatively small intake, and we know that academics aren't the only measure of success and appreciate diversity of experience. We do not automatically reject applications based on academics and screen the whole application form before making a decision.

Therefore, we will review your performance across all areas of the form before making a decision, for example; interests and achievements, work experience, overall communication, and answers to commercial and career-focused questions.

I don't have any legal work experience, am I at a disadvantage?

Relevant experience is helpful, but we recognize that everyone has to start somewhere, so don't worry if you haven't worked in a law firm previously. Ensure you include other experiences that can support your motivation to work in law, i.e. attending Open Days to show your commitment to a career in law.

Do you recruit on a rolling basis?

We screen applications on a rolling basis, but all of our assessment days are organized after the deadline to ensure all applicants have the opportunity to apply. We do encourage applicants to submit their application ahead of the deadline.

## Application FAQs continued

When are your Vacation Schemes held?

The dates of the schemes for 2027 are:

**April 5–April 16, 2027 (Spring – London)**

**June 21–July 2, 2027 (Summer – London and Cambridge)**

Are you able to make adjustments to the recruitment process?

We are a disability-confident organization. As part of our wider diversity and inclusion strategy, we ensure all candidates are supported and able to perform at their best throughout the recruitment process. If you require support during the recruitment process, please feel free to get in touch with the [Early Talent Team](#) to discuss your situation.

If offered a training contract, which qualification route will I follow?

All sponsored future joiners will complete the PGDL, if they do not have a law degree, and the SQE through the University of Law. This will involve the SQE1&2 preparation courses, along with a bespoke SQE Plus program, including a firm-specific project. We will pay for any tuition fees during this period, as well as a maintenance grant.

Can I apply for a Vacation Scheme in Cambridge?

Applications are now closed for our 2026 Cambridge Vacation Scheme. For those seeking a training contract to commence in 2029, applications will open in September 2027.

# Application FAQs

## School leaver schemes and apprenticeships

When do applications open for the 2027 Solicitor Apprenticeship Program?

Applications are now closed for our 2026 Solicitor Apprenticeship Program. Applications will open in January 2027.

Who can apply to the Solicitor Apprenticeship Program?

We look for individuals who are on track for a minimum of AAB (or equivalent) in their A-levels and have a minimum of seven GCSEs at grade 6 and above, including at least a grade 7 in Maths and English.

How can I find out more about Winston Taylor and the program?

We'll be hosting online and in-person Solicitor Apprenticeship Program Open Evenings in February 2027. Registration will open in autumn 2026.

I didn't achieve the minimum grade requirements, is it worth me applying?

We do accept mitigating circumstances, so if this is the case, please clearly explain why you didn't achieve the grades you were expecting so we're able to take this evidence into consideration.

We can also understand your grades via Rare's Contextual Recruitment System, which enables us to view your performance and grades in context.

When does your Solicitor Apprenticeship Program begin?

We'll be holding our next assessment days in April 2027 for a September 2027 start date.

Which offices do you recruit solicitor apprentices for?

We currently have solicitor apprentices in our London and Liverpool offices. You are encouraged to only apply to one office.

I have already completed my degree, can I apply?

Unfortunately not. This program is only open to those who haven't commenced or completed an undergraduate degree.

If offered a solicitor apprenticeship, which qualification route will I follow?

All solicitor apprentices will complete the LLB (Hons) law degree, and the SQE through the University of Law. We'll pay for any tuition fees during this period, as well as a salary.

# Application FAQs

## Dublin opportunities

When do applications open for the 2027 Internship?

Applications are now closed for our 2026 Internship. Applications for our 2027 Internship will open in September 2026.

When are your Open Days?

We will be hosting an Open Day in our Dublin office in November 2026. Applications open on September 1, 2026.

When do you host your interviews?

We will be undertaking interviews in December and January.

I'm a career changer, can I apply?

We welcome applications from candidates from a variety of experiences and backgrounds, from undergraduate level to those who have embarked on a career before their entry into law.

Different career backgrounds bring different interests and skill sets, enhancing and diversifying the service we provide to our clients.

What are the eligibility criteria to apply for the Internship?

Regarding academic ability, we do look for 480 points (or equivalent) in your Irish Leaving Certificate and a 2:1 in any degree discipline. If you do not meet the requirements but are able to demonstrate strong academic performance elsewhere and have the motivation, skill set, and attitude to succeed, please reach out to one of the team to discuss your application.

We want to recruit top talent for our relatively small intake, and we know that academics aren't the only measure of success and appreciate diversity of experience. We do not automatically reject applications based on academics and screen the whole application form before making a decision.

Therefore, we will review your performance across all areas of the form before making a decision, for example; interests and achievements, work experience, overall communication, and answers to commercial and career-focused questions.

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## Dublin opportunities continued

I don't have any legal work experience, am I at a disadvantage?

Relevant experience is helpful, but we recognize that everyone has to start somewhere, so don't worry if you haven't worked in a law firm previously. Ensure you include other experiences that can support your motivation to work in law, i.e. attending Open Days to show your commitment to a career in law.

Do you recruit on a rolling basis?

We screen applications on a rolling basis, but all of our interviews are organized after the deadline to ensure all applicants have the opportunity to apply. We do encourage applicants to submit their application ahead of the deadline.

When is your internship held?

The dates of the Schemes for 2027 are:  
May 24–June 18, 2027.

Are you able to make adjustments to the recruitment process?

We are a disability-confident organization. As part of our wider diversity and inclusion strategy, we ensure all candidates are supported and able to perform at their best throughout the recruitment process.

If you require support during the recruitment process, please feel free to get in touch with the [Early Talent Team](#) to discuss.

If offered a training contract, which qualification route will I follow?

All sponsored future joiners will need to have successfully completed all FE1 Examinations before their start date. You will undertake the Professional Practice Course (PPC) at Blackhall, along with 24 months' work experience.

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