

TRETHOWANS

Training Contracts
at Trethowans.
More than just a job.



More than just a job. More than any old law firm. Here at Trethowans, we pride ourselves on doing things differently. We are a growing firm with big ambitions and small egos.

If you are looking for a challenging, rewarding career, we could be the perfect fit for you. Recently named as one of the UK's fastest growing firms (The Lawyer), we have ambitious plans for the future. But we are focused on the little things, too –and offer a friendly, supportive and balanced working life.

Trainees at Trethowans get the best of both worlds: a firm with big clients and major ambitions, but also a tight-knit, supportive team who value each new person from day one.

Every year, we look for bright, talented individuals to join our team. When you start with us, we strive to develop and advance your career from the outset. In fact, many of our Partners, Team Leaders and Solicitors were once trainees at the firm.

You will be challenged and given responsibility, but also have plenty of opportunities to have fun along the way.



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Our offices



About

Who are Trethowans?

- Trethowans is a UK Top 150 Law Firm and one of the fastest growing law firms in the South, with offices located in Southampton, Winchester, Salisbury, Bournemouth, Poole and a base in London.
- We offer a broad range of legal services for individuals and businesses. Our legal teams and lawyers are widely recommended in the UK's independent legal directories – Chambers Guide and Legal 500.
- We are also named in The Times Best Law Firms list for 2022 and 2023 and upcoming 2025 guide.
- We have been in existence for over 150 years and have a team of over 260 people, including 51 partners.
- We are involved in a number of initiatives within our localities, including sponsoring The Utilita Bowl and Hampshire Cricket, Bournemouth Pavilion, Theatre Royal Winchester, New Forest Show, Salisbury Rugby Football Club, St Cross Cricket Club, Chalke Valley History Festival, Trojans Rugby Club and Poole Speedway; as well as a number of local charities.
- Behind everything we do is a set of values; six principles that inform and guide our work, day in day out. These are the things that truly set us apart:
 - Above and beyond
 - Down to earth
 - On your wavelength
 - Up for the challenge
 - No nonsense
 - Built to last

What do we do?

Our team of experts provide a wide range of services to both businesses and individuals across the South:

For Businesses

- Agriculture and Rural Property
- Banking and Finance
- Charities
- Commercial Contracts
- Commercial Property
- Commercial Recoveries
- Corporate
- Data Protection
- Dispute Resolution
- Employment
- Insurance Disputes
- Mergers and Acquisitions
- Planning
- Regulatory/Health and Safety
- Restructuring and Insolvency

For Individuals

- Accidents and Injury
- Agriculture and Rural Property
- Commercial Property
- Court of Protection, Mental Capacity and Powers of Attorney
- Debt Recovery
- Dispute Resolution
- Employment
- Family
- Insurance Disputes
- Planning
- Regulatory Crime and Motoring Offences
- Residential Property
- Tax Planning

A few of our clients...



Why choose Trethowans?

Why Choose Trethowans?

There are many factors to consider when choosing the right firm to join and start your training contract. Here are a few reasons why we believe people choose to join us:



You are surrounded by experienced lawyers who really take an interest in your development. You are always encouraged to have a go at everything which is a great way to progress. Feedback is always provided which gives you a steer as to how you can improve.

Amy Whittle (Trainee Solicitor)



I have found that I have been able to have a lot of client contact with both commercial and private clients, which enables you to develop your communication skills and discover your own style of writing.

Fern Atherton (Trainee Solicitor)



The support and supervision you receive is first class and really aids your professional development.

Kira, Solicitor (former Trainee)

Experience and professional qualifications

All our lawyers are experts in their field and some are recognised in Chambers and Legal 500. At Trethowans, we have experts covering many areas of law to ensure you get experience of different aspects of the law during your training contract.

Service

We always aim to provide a high standard of service. We run a client service initiative which looks at every aspect of the way we do our business with a focus on ensuring we are providing both the best service and value to our clients. This focus on putting our clients first has resulted in us being Lexcel Accredited – this is the Law Society’s practice management standard and is only awarded to law firms that demonstrate excellence in areas such as client care, case management and risk management. We will help you to develop your “soft skills”, as communication and interpersonal skills are key for becoming a successful lawyer.

Delivering the best training

Our commitment to you is to provide you with the support and guidance to help you prosper and achieve success. At Trethowans, we will tailor your training to you and your needs, and ensure that you get hands on experience and scope to really challenge yourself, whilst ensuring you never feel out of your depth.

Recognition

Our teams and leading individuals are widely recommended in the independent directories – Chambers Guide to the Legal Profession and Legal 500. These are two independent directories that rank law firms and lawyers in various legal disciplines and carry weight amongst clients and industry professionals alike. Take a read and see the team you could be joining.

Training with Trethowans



Sitting across from a partner means you always have an open line of communication, and you gain exposure to the everyday life of a solicitor in the team. I have really enjoyed my first few weeks in the Agriculture and Rural Property team. This seat is not available in every firm, and I would recommend it if you are interested in property but want to experience more than traditional conveyancing. It was great to be able to meet the other trainees and go for lunch on our induction day. I'm looking forward to meeting up and sharing advice at our next trainee social.

Sarah Copeman
(Trainee Solicitor)



I felt that by the end of each seat I had developed a real grounding in that area of practice.

Zach, Solicitor (former Trainee)

The Training Programme

Motivated and ambitious trainees form a key part of the firm's success. We are looking for trainees that not only want to train with the firm but want to qualify here to develop their career to become a future partner one day. Our objective is to provide trainees with stimulating and challenging work with an emphasis on direct client contact responsibility and hands-on experience from an early stage.

Trainees play an active and important role in each team they join. Their contribution is both recognised and appreciated. Through the combination of a structured training programme and an open and supportive working environment, all trainees are encouraged to reach their full potential. We expect hard work, enthusiasm and commitment, but in return offer high rewards.

Our trainees are encouraged to participate in the firm's many social events and activities outside of the office and have an allocated budget towards social events.

We have cricket, football and netball teams who regularly play matches against other professional services firms and clients. Newcomers are always welcome and you don't have to be a gifted sports player to participate!

We also have a social committee, made up of various members of staff, who organise events throughout the year such as theatre trips, summer BBQs and Christmas parties.

Your Training Contract

As a trainee with Trethowans you will receive a comprehensive training programme which provides structured learning across different practice areas of the firm.

The two year programme is usually divided into four 6-month seats. You could be expected to work from at least two of our five offices during your training contract. In addition to the legal work, there are also opportunities to attend relevant formal training courses.

We offer training in the following areas:

- Agriculture and Rural Property
- Banking
- Corporate and Commercial
- Commercial Litigation
- Commercial Property
- Commercial Recoveries
- Employment
- Family
- Insurance & Regulatory
- Personal Injury and Clinical Negligence
- Private Client (Wills, Probate, Trusts and Tax Planning)
- Residential Property
- Secondment to a Corporate Finance Boutique

Career prospects for Trainees

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We are looking for rounded individuals to join our challenging and rewarding environment. We need people who not only understand the law, but who are interested in finding solutions for their clients. We want you to show us your talent, enthusiasm and ambition.

Sarah Humphrey, Training Partner

Career Prospects for Trainees

We understand that you are looking for more than ‘just’ a job; you are looking for a satisfying and rewarding career. We can provide you with this. There are excellent prospects for career advancement within the firm; many of our partners, solicitors and team leaders are former trainees.

We are looking for people that want to make a positive contribution to Trethowans; everyone has a part to play and we value everyone’s contribution. The allocation of seats is based on the firm’s growth objectives and the requirements of individual teams; however, we always take our trainees’ preferences into consideration too. So that you gain experience across different areas of law, engaging with both corporate and individual clients.



Application Process

September 2026 and 2027

Applying to Trethowans

Considering applying to join the Trethowans team? Here's our application process.

Applying to Trethowans

We welcome applications from all backgrounds, whether you are studying law or have converted through the GDL.

Deadline closes for applications on Friday 28 February 2025.

To apply, visit www.trethowans.com

Online interview

If your application to Trethowans is successful, you will be invited to an interview with our Training Partner and a member of our HR team.

Assessment day

If you are successful following your online interview, you will be invited to attend an assessment day at one of our offices, which consists of:

Written exercises

Group exercise

Individual presentation

Meet and greet with current trainees, staff and partners

Life at Trethowans



Without doubt one important ingredient in our success has been our culture. We pride ourselves on not only being professional and providing excellent service, but also providing a supportive, inclusive working environment. The fact is when recruiting we look for good, decent people as much as outstanding legal professionals.

Mike Watson, Managing Partner

Life at Trethowans

What makes Trethowans different? It's our clients, the diversity of our projects and the chance to work for household names alongside excellent people. But it's also the unique working culture we've created, setting us apart from other law firms. We also recognise that there's more to life than the law. We actively encourage a healthy work-life balance so you can enjoy the south coast, New Forest, and countryside.

A strong culture

Friendly. Proactive. Positive. We have built a strong reputation over many years as a distinctive place to work, far from the drab law firm stereotype. How do we do it? It's down to our values, which drive how we work and who we hire.

Then there are the little things, like ice creams on hot summer days, afternoons off for team activities, after-work drinks and discretionary bonuses to reward hard work.

The social side

Our Social Committee organises events year-round, including a summer party, 'staff vs. partners' rounders, and a black-tie Christmas party.

Supporting the community

Since 1866, Trethowans have been central to our communities. We support local causes through CSR time and firm initiatives.

We currently support three charities chosen by staff: Mountbatten Hampshire, Dorset Mind and Salisbury Hospice. We match staff donations for personal and firm-based charity events, sponsoring employees in marathons, races, and challenges for meaningful causes.

Sustainability

Our sustainability committee is dedicated to improving sustainable practices. In 2024, they upgraded the Salisbury office aircon to the most sustainable model available and introduced Dyson hand dryers to replace single-use towels.

Equity, Diversity & Inclusion

Diversity and equality is at the heart of Trethowans. We're committed to equal opportunities and promoting diversity and making sure discrimination plays no part in our dealings with colleagues, clients and third parties. This means everyone at Trethowans is expected to treat all people with the same attention, courtesy and respect, no matter who they are, where they are from or how they look. To ensure we are doing all that we can, we have an Equity, Diversity and Inclusion committee who meet regularly to influence change and make sure we are the best we can be.

Rewards and Benefits

Rewards and Benefits

We offer a wide range of excellent benefits including:

Pay and bonuses

We pay a competitive basic salary. First year trainees start on £30,000 and are reviewed at the start of their 2nd year. We also provide a bonus scheme which gives the potential to earn a bonus of up to 8% of their salary. There is also an annual firm based bonus.

Holidays

We offer a basic holiday entitlement of 25 days each year, increasing with length of service and rising to a maximum of 28 days. We also offer an additional day to be taken on or around your birthday and two additional half days to be taken on Christmas Eve and New Year's eve.

Balancing your work and home life

We actively encourage everyone to maintain a good balance between their work and home life. To assist with this we have a number of family friendly policies and wellbeing initiatives.

Pension Scheme

We provide a contributory pension scheme provision at Trethowans.

Additional Benefits

On top of the benefits above, we also offer additional benefits, including:

- Permanent health insurance scheme (salary protection)
- Health cash plan scheme
- Death in service benefit (4x basic salary)
- Free car parking
- Cycle to work scheme
- Membership fees for Lawyers and other professionals
- Free will writing service after 1 years service
- Free conveyancing service after 2 years service
- Recruitment bonus on the introduction of a new member of staff
- Staff social events e.g. Christmas and summer party
- Online retailer discounts
- Employee Assistance Programme (EAP)
- Long service awards

Day in the life of a Trainee Solicitor

Training Seat: Personal Injury and Clinical Negligence

8.45am: I usually get into the office around 8:45am to allow myself time to grab some breakfast and settle at my desk, ready for the day. I like to start with reviewing my 'to-do' list from the previous day before checking my emails that have come in overnight. This allows me to prioritise my task list for the day. I will also check my diary for any meetings that I have that day, as these will need to be factored in with my 'to-do' list.

9.00am: My day is already looking pretty busy, but by writing out my 'to-do' list I am able to keep track of my tasks and matters. As a trainee, you will be involved in a variety of different matters, which require different tasks to be completed, depending on the stage of the claim. There is no such thing as a 'typical' day in Personal Injury and Clinical Negligence, but you can expect to be involved in meetings, drafting Instructions, reviewing medical records and preparing Witness Statements.

10:00am: A client has come in to provide a more in-depth account of their accident, injuries and the ongoing impact this is having on their life. The purpose of this meeting is to allow me to draft a Witness Statement which will be put as evidence to the other side when making our claim. During the meeting, I ensure to take a detailed attendance note, and encourage the client to go into as much detail as possible. This will then assist me in drafting the client's Witness Statement after the meeting.

11:30am: I start to draft the Witness Statement for the client who came in earlier this morning from my attendance note. To assist me with the document style and wording, I will use the standard precedent we have on our system. Although the precedent is there to help, it is only a basic outline and additional information will be required. I also draft a letter to the client summarising the contents of the Witness Statement and highlighting clauses where we require further information.

1.00pm: At lunch, I always try to get out of the office and go for a short walk to get some fresh air. I find this allows me to focus better when I return to my desk for the afternoon! I will also try to spend some time in the breakout area to catch up with my colleagues. I usually try to return to my desk just before 2:00pm, so that I can review my 'to-do' list and amend my priorities for the afternoon, if necessary.

2.00pm: After lunch I spend a significant period of time reviewing a client's medical records. It can usually take several weeks/months before we receive a client's medical records, therefore it is important that these are reviewed, as soon as possible, to allow the case to progress. Each case will differ as to what you are looking for in the records, so it is important to have a basic understanding of the injuries sustained and underlying symptoms before reviewing the documents.

5.30pm to 6pm: Trainees are not expected to stay late, but I usually finish my day around 5:30pm-6:00pm, as this allows me to make sure I have completed all of the tasks which needed to be completed by the end of the day. Although my day in the office has finished, there is ample opportunity to attend internal and external networking opportunities, which is a great way to socialise and meet new people!



Isobel Leigh-Warren
Trainee Solicitor

Application FAQs

Application FAQs

How do I apply?

Visit www.trethowans.com to download and complete an application form. This should then be submitted to recruitment@trethowans.com before the deadline of Friday 28 February 2025.

How many trainees do you aim to recruit each year?

We will be looking to recruit 4 or 5 trainees each year. In 2025, we will be looking to recruit trainees to start in September 2026 and September 2027. Going forward, we will recruit two years in advance.

Do you have a minimum academic requirement?

We do not have any official minimum grades however a strong academic background is expected. You will also need to meet the SRA's requirements in order to qualify as a Solicitor in England and Wales.

Do you offer a vacation or placement scheme?

We do not currently offer a vacation or placement scheme however we are looking to introduce these within the next 12 months so do keep an eye on our website and social media platforms for further information.

What will the assessment day involve?

The assessment day will be made up of a variety of tasks including group exercises and a short individual presentation. There will be an opportunity for you to meet with current trainees as well as partners, associates, solicitors and other staff; and you will be able to learn more about the firm.

The aim of the assessment day is to get to know you as an individual and so we want to make people feel as relaxed as possible. There will be no preparation required for the assessment day.

Do you provide any interview and assessment day feedback?

Unfortunately, due to the high number of candidates, we are unable to offer any individual feedback at any stage of the recruitment process.

Will I be expected to work in all of the Firm's offices?

Trainees should expect to work from at least two of our five offices during the training programme.

Will the SQE be funded by the Firm?

Yes, we will fully fund the SQE 1 and 2 (prep courses and assessments) provided we approve the provider you choose.

Candidates will be asked to sign a Funding Agreement which means that if you later decided not to complete your Training Contract with us, or if you were to leave before the end of the two years, you would be asked to repay the SQE costs in full.

Do we have a preferred supplier of the SQE?

No we will not stipulate where you must complete the SQE however we would ask that you check with us before enrolling as we may be able to recommend preferred providers.

Can I apply if I have already completed the SQE?

Yes, you would then join us to complete your two years qualifying work.

Can I apply if I already have QWE?

If you already have some QWE, it may be possible for you to reduce your Training Contract however this will depend on a number of factors such as your performance to date, and the needs of the business at the time. We are ideally looking for candidates that are committed to completing the full two-year training contract with us and those that are looking for experience of different areas of law.

Do I get to choose my seats?

Yes, as far as possible. We regularly talk to our trainees and ask for their top 3 seat choices so that we can try to accommodate all requests. We do however need to take into account a few different factors including the team and business needs at the time and we try to give our second year trainees priority on choices as they get nearer to qualification.

Can I apply if I have the LPC?

Yes, of course, but you will need to complete the SQE2 or PSC before you can qualify.

What happens if I don't pass the SQE1 & 2?

Should this be the case, we will talk to you about this at the time. You will need to have passed the SQE1 and 2 before you can qualify as a Solicitor however it is possible to re-sit the exams alongside your QWE. Our preference however would be for you to complete the SQE 1 and 2 before starting your training contract so that can be your main focus at the time.

If I am a non-law student, can I still apply?

Yes of course. You will still need to complete the SQE1 & 2 before starting your Training Contract.

Do I need to have legal work experience to apply?

No, we don't expect candidates to have legal experience. We do however see the value of work experience placements and any non-legal work experience they may have had.

Is it possible to speak to someone about reasonable adjustments?

Yes absolutely. Please speak to a member of our HR team at any stage of the process and they will be able to help you. We want you to perform at your best throughout the whole process so please tell us what you need and we will work together to ensure you have everything.

I have a few more questions, who can I ask?

Please feel free to email recruitment@trethowans.com and a member of our Team will respond to you as quickly as possible.

Law. As it should be.

**No egos. No nonsense. No bluff or bluster.
Here at Trethowans, every one of our team
is clearly focused on you; your unique challenge
or opportunity; your business or family.**

www.trethowans.com

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