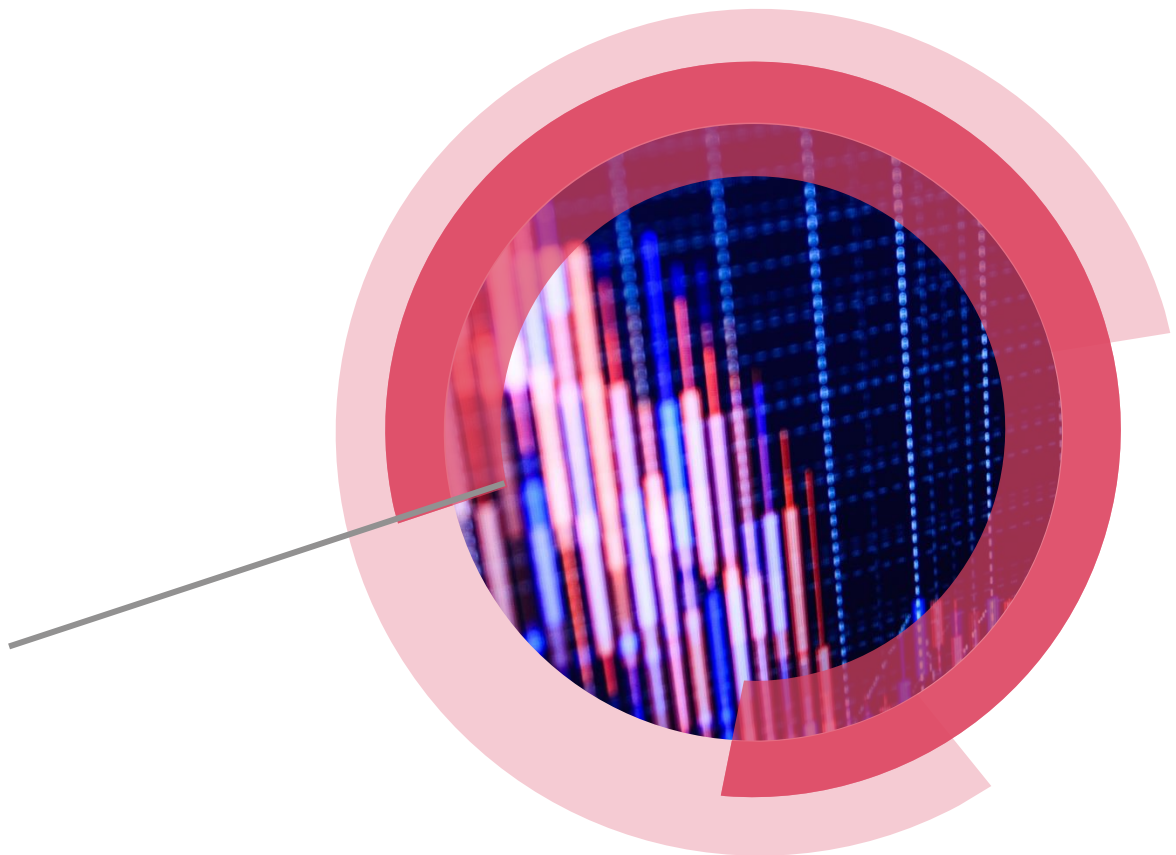




DAC BEACHCROFT

RECONNECT

FAQs



THE KEY DETAILS

How many positions are available this year?

We don't have a set number of openings we're looking to fill, we operate an 'always open to applications' approach and will endeavour to explore an applicants experience and skill with potential teams / roles in the Firm.

How many places are there for the six month placement?

See above, unlimited but we equally aren't able to commit to too many people on the programme as we recognise there is a level of support needed to upskill and help 'bed in' someone returning.

How long a "career break" is too long for the purpose of the Firm's Reconnect programme?

We don't consider any career break to be too long for example someone who joined us previously had been out of the law for 15 years.

Is the programme available out of all of the firm's offices?

Reconnect applies to all our locations in principle though some are likely to present more opportunities than others due to the work type

What advice would you give to someone considering applying as to how they can get the most from the Reconnect experience?

Be open and honest with your mentor / line manager about anything you are struggling with. Upskill your legal knowledge, research and read. Recognise that you'll have picked up valuable skills during your career break.

PREVIOUS EXPERIENCE

How do you look at someone with a lack of experience or considering changing disciplines?

We're open minded to explore this during the interview process, so we'd consider what you've done previously and how your transferrable skills relate to the role you are currently applying for. We have had colleagues who have had great success in an area of law they haven't previously worked in.

My career break followed my relocation to the UK, so my experience is all from another country - also are my referees, is this a concern?

Naturally at offer stage we do take references from past employers, so you'd need to assist us with the correct contact details but the fact that you gained your experience in another country isn't an issue, we would want to however consider the relevance of the law in that country to any opportunity we are considering you for.

Is the program only open to fully qualified lawyers? I completed my LPC just before having a family and am now looking at returning to a career in law.

Reconnect is aimed at qualified lawyers returning to the law at present the opportunities are for qualified lawyers only but it may be something we will consider in the future.

if you come back at a more senior level there would be less support available and you would be expected to hit the ground running?

Naturally you would expect that that someone who is more experienced may feel more confident in some areas however we don't underestimate how being out of the legal industry / working world for some time can have on confidence so are happy to provide as much support as is needed to get someone up and running, whether it's getting comfortable with the technology we use or the law, we'll discuss this during the interview process and then ongoing during your time in the Firm.

I am legally qualified in another country, can I apply? Is Reconnect open to foreign qualified lawyers?

Whilst there are restrictions on the kinds of work foreign qualified lawyers can undertake, we have a number of foreign qualified colleagues working very successfully within the firm. We are happy to discuss the kinds of work which might be appropriate for you on a case-by-case basis.

FLEXIBILITY

Is it possible to do one of the 6 month placements on a part time basis to reflect the hours that you are hoping to work in the long term?

We are always happy to explore / talk flexible working and are open to part-time working arrangements.

Regarding flexibility - Whether it's seasonal working or full time versus part time or term time only - are pay, annual leave and target billable hours simply adjusted on a pro rata basis in the employment contract?

Part-time workers will have their salary and targets adjusted to reflect the number of days / hours they work.

PROCESS

Would it be useful to send a covering letter via email to explain personal situation that might explain the chequered nature of the CV?

Yes definitely, it is always helpful to have additional narrative to help us consider your experience so please feel free to include a covering letter.

What's the next step after I've uploaded my CV?

Your application will be reviewed by our Recruitment team, in the first instance they'll look at your previous legal experience. You will be invited to complete a video interview which you will pre-record in your own time giving us a little bit more information about you and your background. We'll then discuss your background and explore possible opportunities with Partners within our Clusters.

Depending on this we'll come back to you, this could be for an initial phone or video call to gather more details or it could be because we may not foresee anything suitable in the short term, either way we'll let you know.

How does the interview process work? Do you test legal knowledge etc (e.g. marking up contract etc) as I'm a little rusty! Or is it more about the skills you've developed during your break?

The interview process will depend on the area you will be going into, we do our best to keep the process informal and give us a chance to get to know you. Usually there will be a first stage interview, with the potential for a 2nd interview and in some instances a technical test.



dacbeachcroft.com



Follow us: @dacbeachcroft



Connect with us: DAC Beachcroft LLP

DAC Beachcroft publications are created on a general basis for information only and do not constitute legal or other professional advice. No liability is accepted to users or third parties for the use of the contents or any errors or inaccuracies therein. Professional advice should always be obtained before applying the information to particular circumstances. For further details please go to www.dacbeachcroft.com/en/gb/about/legal-notice. Please also read our DAC Beachcroft Group privacy policy at www.dacbeachcroft.com/en/gb/about/privacy-policy. By reading this publication you accept that you have read, understood and agree to the terms of this disclaimer. The copyright in this communication is retained by DAC Beachcroft. © DAC Beachcroft.