

Navigating our early careers application process /

At Kennedys, we simplify the complex

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Kennedys

A photograph of three young adults laughing and walking outdoors. In the foreground, a woman with curly hair is laughing, wearing a brown leather jacket over a light blue t-shirt. Behind her, a man with curly hair and a beard is smiling, wearing a grey sweater and white headphones. To his left, a woman with long brown hair is smiling, wearing a red leather jacket over a yellow top and blue jeans. They are walking on a sidewalk in front of a modern building with balconies.

Kennedys graduate programmes and apprenticeships are designed to develop lawyers who will be the future of Kennedys. Breaking into the legal profession is both exciting and highly competitive, especially at the early stages. Whether you're applying for graduate programmes or apprenticeships, making a strong first impression is crucial.

This guide provides clear, practical tips to help you navigate the application process, giving you the tools to showcase your motivation, potential and readiness for a career in law.



What do we offer?

Training contracts

Over two years, you'll rotate through different practice areas, gaining hands-on experience with high-profile clients, complex cases, and real commercial challenges. You'll be trusted to contribute from day one, building your confidence and developing your knowledge to succeed as a lawyer.

With expert guidance, mentorship and access to a wide array of training, Kennedys training contracts are designed to set you up for success.

Before starting a training contract, we ask all our future trainees to undertake the LLM SQE1&2 course at BPP, before sitting the SQE exams and we will fund your course fees and provide a maintenance grant during the study period. Non-law graduates will be required to complete a law conversion course before embarking on the LLM SQE1&2.

Graduate apprenticeship

The 30-month training programme will involve working in one of our legal teams to develop legal expertise whilst working alongside our experienced lawyers. From day one, you'll be part of the team, gaining practical experience that brings your studies to life. Along the way, you'll develop the technical knowledge, professional skills and commercial awareness to kickstart your career.

Over the course of the programme, you will gain Qualifying Work Experience (QWE) whilst studying towards a Level 6 CILEX qualification with BPP, developing your legal knowledge and skills. You will also prepare for and complete the SQE.

Graduates looking to start the programme must have completed a law degree or a non-law degree and a law conversion course, prior to starting with Kennedys. Kennedys will fully fund your training during the programme.

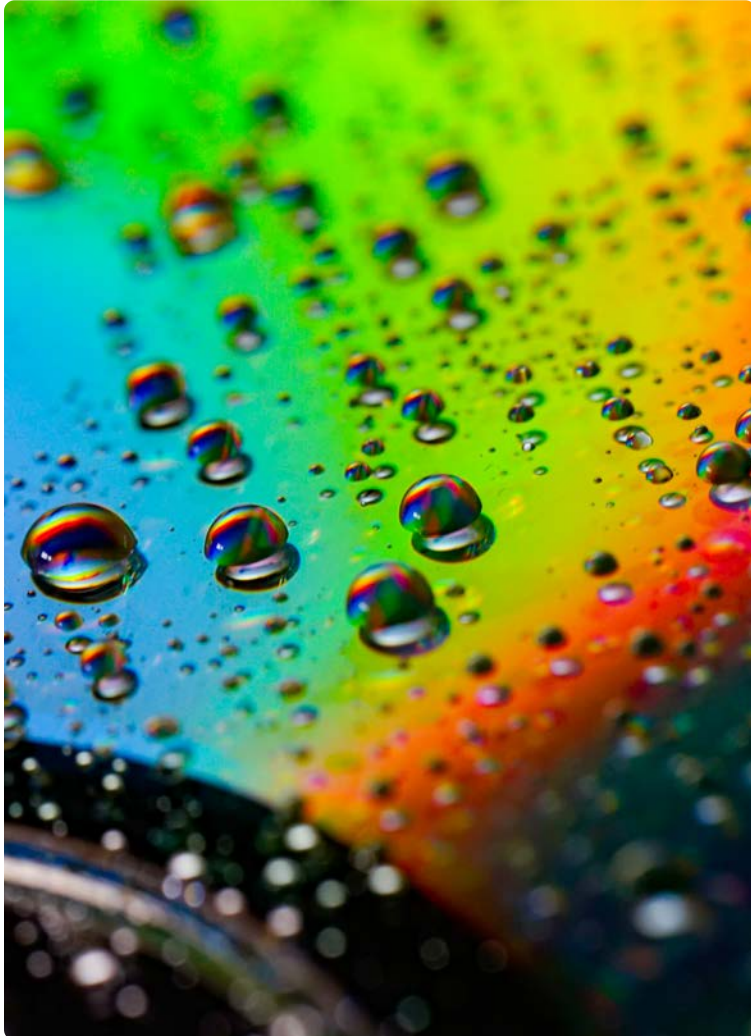
Legal apprenticeships

An apprenticeship is an exciting way to kick-start your career straight after school, giving you the chance to earn a salary while learning new skills and gaining a recognised qualification. Kennedys offer legal apprenticeships that are aimed at school leavers that have completed A Levels or equivalent studies. You'll be part of the team from day one, working on real projects, developing your confidence and gaining practical legal experience.

In addition to a dedicated supervisor at Kennedys, you will have a tutor and skills coach at BPP, to ensure that you have all the support you need at work and with your studies. The apprenticeship involves the completion of a (Hons) degree in legal practice and the SQE and will lead to qualifying as a lawyer six years after leaving school.



Please note that applications for all our graduate and apprentice training programmes open **1 September**.



The recruitment process

Our early careers recruitment processes are designed to reduce unconscious bias. We operate a blind CV policy so certain personal details are not shared with interviewers and we use structured, strength based interviews and the RARE contextual recruitment tool to assess candidates on potential, not just previous experience.

Online Application

Candidates submit an online application form, providing details about their academic background, work experience and motivations for pursuing a legal career at Kennedys.

Situational Strengths Assessment

This test assesses how candidates might respond to scenarios they could encounter. The assessment presents various situational questions and candidates are asked to select or rank responses based on their likely actions. The SST includes elements of critical reasoning, evaluating candidates' analytical and logical reasoning skills.

Video Interview

Shortlisted candidates are invited to participate in a video interview, allowing them to elaborate on their experiences and demonstrate their communication skills.

Assessment Day

Selected applicants attend a virtual assessment day, which includes various exercises as well as an interview with a senior associate and partner.

The assessment day is a two-way process, so while we get to know your skills, strengths and ambitions, you'll also gain a clearer understanding of what it's like to build your career at Kennedys.



What we're looking for:

- **Commercial Awareness:** Understanding of the legal industry and Kennedys' position in the market.
- **Analytical and Problem-Solving Skills:** Ability to assess information critically and apply legal reasoning.
- **Communication and Interpersonal Skills:** Clear and concise written and verbal communication.
- **Teamwork and Collaboration:** Ability to work effectively with others, including clients and colleagues.
- **Adaptability, Flexibility, and Resilience:** Ability to stay composed under pressure with a willingness to take on challenges and adjust to different situations.
- **Initiative:** Taking ownership of tasks and going beyond basic expectations.

Guidance on application and assessment

Application form top tips

- Research the firm so you know Kennedys practice areas, clients, recent cases and firm values and use this knowledge to tailor your answers.
- Answer the question directly and avoid copying generic answers, tailor every response to the firm and expand your answers with real examples.
- Be authentic and let your genuine motivations show through instead of what you think we want to hear.
- Be concise and stick to word limits, avoid unnecessary jargon and always check your application for grammatical errors before submitting.

If you require any additional support or adjustments to be made in order to submit your application to Kennedys, please email: earlycareers@kennedyslaw.com

Preparing for the situational strengths assessment

- Speak to lawyers and learn about the situations they find themselves in. Attend a Kennedys insight event or coffee morning to meet our people and gain useful tips.
- Don't rush. Read both the context and the question before considering the options.
- Answer authentically and honestly.
- Answer practice questions online.
- Look for key words that indicate priorities (e.g. tight deadlines).

Preparing for the video interview and assessment centre

- Set yourself up in a quiet room where you will not be distracted and can sit comfortably.
- Make sure your internet connection is strong.
- Go for a walk or make yourself a drink before the exercise to gather your thoughts and relax.
- If you are feeling nervous, try a guided meditation or listen to calming music.
- Dress professionally, this can make you feel confident and prepared.
- Have a pen, paper and glass of water to hand.
- Test any links ahead of time and check that all your tech is working and ready to go.

Video interview top tips

- Look at the camera to give the impression of eye contact.
- Show enthusiasm and vary your tone to show what energises you.
- Be aware of time limits and use the practice question as much as you like.
- Don't panic if tech fails. Stay calm, reconnect, or contact the Early Careers team if needed.

Assessment centre top tips

- Complete Kennedys Virtual Work Experience programme beforehand to deepen your understanding.
- Practice time management by trying timed case studies or note taking online to simulate the experience.
- Treat every interaction as part of the assessment and build rapport with assessors and other candidates.
- Take a moment to structure your thoughts before answering so you can present your findings for the tasks in a clear and structured way.
- Prepare thoughtful questions beforehand for the trainee Q&A session and senior associate interview to demonstrate genuine interest.



We know the application process can feel daunting, but remember it's your chance to show us who you are and what excites you about a career at Kennedys. Be yourself, take your time to highlight your strengths and don't be afraid to let your personality shine through.

Take the next step in your legal career – apply to Kennedys today!

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 earlycareers@kennedyslaw.com

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