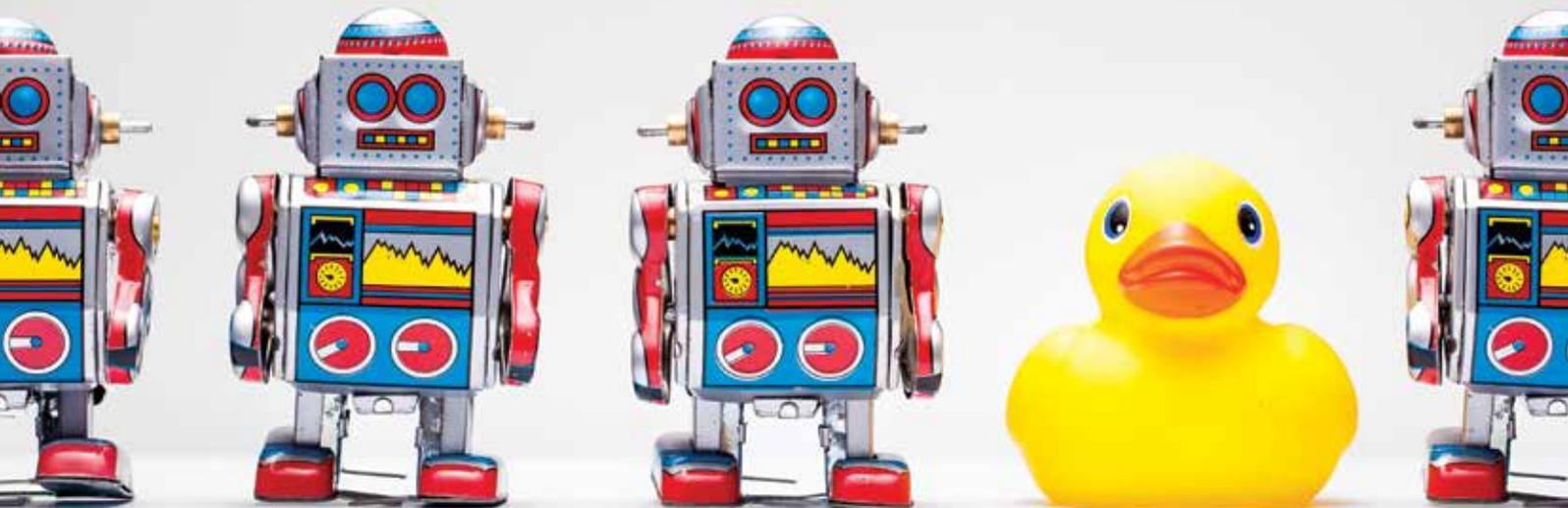


Not just a number

Graduate Trainee Programme



Firm of Choice

From the moment I joined Higgs & Sons more than 30 years ago I was always supported so well in my development as a lawyer and encouraged to achieve at the highest levels.

I was honoured to become the firm's Managing Partner in my mid 30s and I can genuinely tell anyone looking to join our Trainee programme that there are opportunities here for those with the right enthusiasm and commitment.

Although it makes me feel old, it is also really exciting to see people I interviewed many years ago fulfilling the potential we saw and achieving great things with us.

We aren't looking for Trainees for two years, we want to find a group of future Partners that will continue to take Higgs & Sons from strength to strength.

We believe that the quality of our clients, the quality of the work we do here and the quality of the training we offer make this the firm of choice for young ambitious graduates taking their first step on the career ladder.

I hope, once you have found out more about our firm and what it can offer, you will want to join us on our journey.

Paul Hunt, Managing Partner.
Higgs & Sons Trainee 1988–90.



Wanted team players

Individuals need apply

Playing our people in the right position so that working together we are stronger than the sum of our parts is what we're about... and that's where you come in.

Higgs & Sons is a people business. Our culture is shaped by everyone here. Our team drives new benchmarks in professionalism, innovation and knowledge. Our people are our greatest asset.

We pride ourselves on the quality of our people; skilled, committed, client focussed... sound like you? Great, because individuals like you are so important to us, that's why we have developed one of the finest training programmes around.



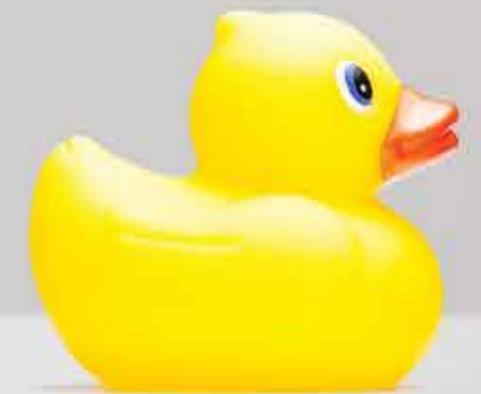
Be Yourself

Standing out from the crowd – it's important, but it has to be for the right reasons.

Being an individual is about a belief in your own abilities and the confidence to know when you need the help from those around you. It's about staying true to your own values whilst embracing those of others. It's recognising that diversity in all its forms does not create barriers, but opens up doors to opportunity.

It's about knowing the right question, and not being afraid to ask it.

We want you to bring your individuality to Higgs & Sons so that we can give you the training to help you progress, guiding you, not moulding you.



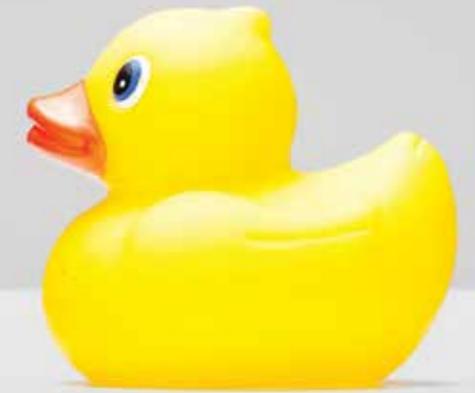
Dare to be different...

We are not a city centre firm... there we've said it! But we don't think a postcode says everything. We are focussed on growing a team of the best lawyers providing top quality advice and support to an impressive list of clients.

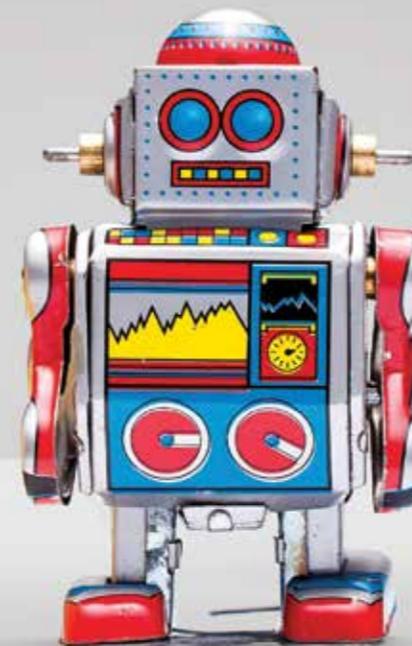
We are located at the heart of the Midlands in prestigious Waterfront offices with easy access to all major road and rail hubs. Parking isn't an issue as there is plenty available here (and it's free!).



You will benefit from monthly 1 to 1 meetings with a Supervisor so that you **get the most out of each seat** and a regular training diary ensures everything in your development is on track.



NQ roles are usually **confirmed in the February** before Trainees are due to qualify.



Your training will be hands-on, working with our **clients who are based nationwide.**

Our award winning work will provide you with the **calibre of training** to take your **career to the next level.**

Working your way up

We believe in providing the best training possible to motivate our people and enable them to achieve their potential.

Staying with one firm for an entire career may not be as common as it once was – we understand that. But the support, experiences and opportunities for career progression at Higgs & Sons mean that almost half of our current Partners joined as Trainees. So if that's something of interest the opportunity is certainly here for you to continue your career with us to the next level (and beyond).

Okay, it's one thing reading all the great things about our Trainee Programme, but what's it like living it? Find out from those who know.

The @HiggsandSons netball team continued their unbeaten run last night beating Eversheds 47-5! The team are improving week upon week – well done ladies!

“I felt as though the firm was really investing in my future”

Matt Dudley

Partner, Dispute Resolution. Trainee 2005–07

Zeb Khan

Trainee Solicitor 2018

The @HiggsandSons trainees had a great time at the @BTSSEvents laser tag and v-racing event last night

 #traineelife #trainhardplayhard

“My hands-on experience and high level of client interaction helped to ensure a smooth transition into qualification”

Katie Willems

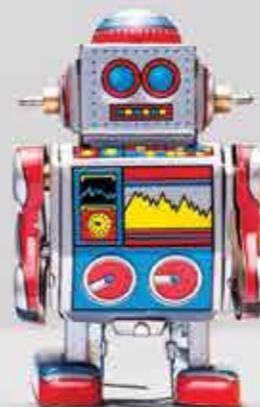
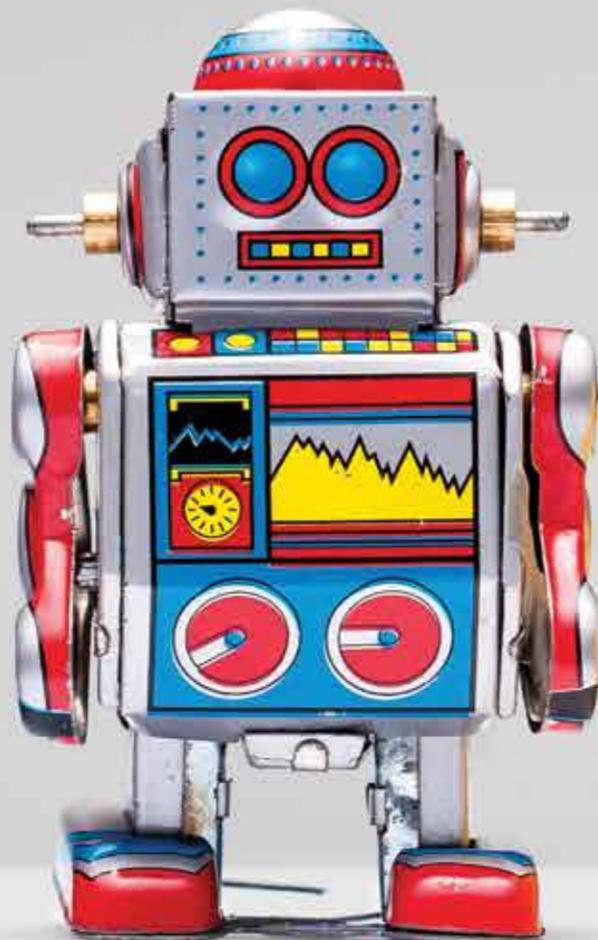
Solicitor, Corporate. Trainee 2013–15

Stand out
from the crowd



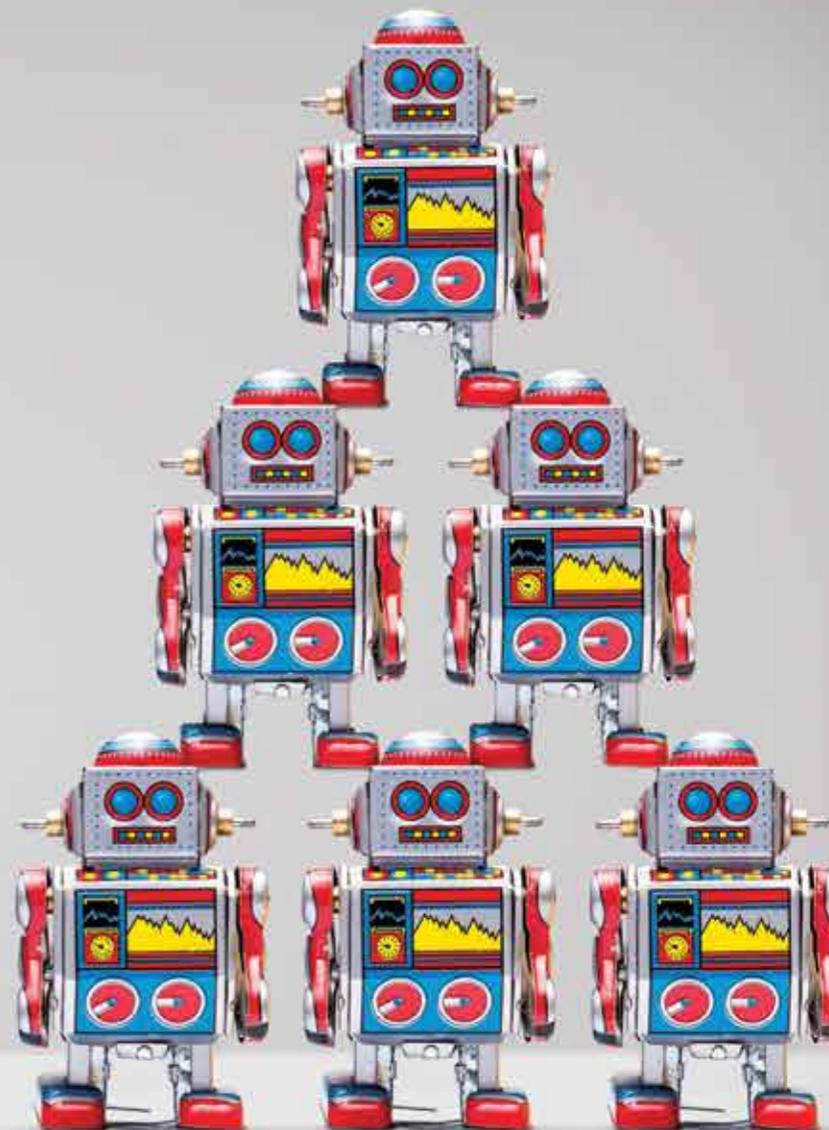
Stand out from the crowd

We want people who aren't afraid to wear their hat at a jaunty angle – show us what makes you stand out as a Higgs team player.



More than a number

Higgs & Sons is big enough to offer the right experiences, small enough to ensure you never get lost in the crowd.



Wanted team players

Higgs & Sons is a team of individuals, and that's our strength.

Life is all about balance, and we believe developing your career goes far beyond advancing your legal skills. So as well as helping to make you the best lawyer you can be, we also will actively encourage you to raise your own profile and that of the firm by being involved in a whole range of events, activities and fundraisers.

As a Higgs Trainee you will join Birmingham Trainee Solicitors Society (BTSS) so that you can make the most of the networking opportunities available. There are also several other groups through which you can begin to make your mark.

While we want people who are not afraid of hard work, we also recognise that Health and Wellbeing is vital and we emphasise the importance of things outside Higgs that matter to our people. If we run an activity here that interests you, join in – and if you have a passion for something we don't do, tell us – we're always keen to broaden our horizons.

You will be invited to attend a range of networking events, from dinners and breakfast clubs to quizzes and sporting events, providing the perfect opportunity to meet other young professionals and recently qualified solicitors who can share their experiences with you.

Getting active

Football, cricket, netball, golf, hockey; you name it, we play it (there's even been talk of darts!) and the Trainees compete in the BTSS Inter-firm Tournament, which involves anything from rounders to dodgeball.

Every day is a learning day

Our events are renowned throughout the region and you'll not only have the opportunity to learn from the range of topics we offer, you will also be able to help with organising and running the numerous seminars and workshops we host every year.

Giving something back

Our Trainees play a key role in organising and running numerous fundraising events throughout the year.

We have in the past supported Dudley Mind, the Stroke Association, Alzheimer's Society, the NSPCC, the Prince's Trust and Macmillan Cancer Support. Over the past five years, Higgs' Trainees have helped the firm raise more than £100,000 for good causes – not bad for organising a few cake sales... football tournaments... charity quiz nights... 10k runs... sponsored walks... a three peak challenge...

... you could even join our award winning choir, Legally Sound, who regularly put on shows in aid of our chosen charity of the year.

A balanced
approach



Hayfa Hazem
Trainee Solicitor 2018



More than a number

At Higgs & Sons you'll never be just a number. We value individuals. We want to get to know the real you, and help nurture your skills, your ambition, your enthusiasm.

Personal Support

When you take up a training contract with Higgs & Sons, we'll give you the freedom and autonomy to make your most effective personal contribution. You'll be a part of the team from the moment you walk through the door.

Freedom and Autonomy

We'll give you flexibility and a choice of seats, helping you find the area of our profession where you will excel.

You'll be given one to one involvement with Partners and other lawyers, who will share their experience, giving you a real hands-on approach. You will also benefit from regular appraisals with your supervisors, an 'open door' support policy, professional training courses and mentoring from one of our Partners.

Choice of Seats

You'll also be assigned a current Trainee as your 'buddy', someone who has been in your position and can answer all of your questions.

Kate Parry
Trainee Solicitor 2018



Matthew Norgrove
Trainee Solicitor 2017

What we say

“ I felt valued as a professional from day one and had the support from colleagues at partner level, giving me the confidence I needed to get involved ”

Matthew Norgrove
Trainee Solicitor 2017

“ Higgs offers specialisms in all aspects of law and its seat rotation system allows Trainees to qualify with a substantial level of experience – and a real taste of life in a busy legal team ”

Georgia Stott
Solicitor, Dispute Resolution. Trainee 2015–17

Aidan Clucas
Trainee Solicitor 2018

“ The firm is renowned for the exceptional quality of its legal advice, something that can only be maintained by excellent training ”

Clare Langford
Partner, Clinical Negligence. Trainee 2001–03

The sum of our parts

Higgs & Sons is one of the largest, most experienced and respected law firms in the West Midlands, employing over 230 staff.

We are highly regarded in the Legal 500 and Chambers guides to the Legal Profession.

Our lawyers offer specialist advice to private clients and businesses regionally, nationally and internationally.

In recent years we have received numerous accolades, including:

- Birmingham Law Society Law Firm of the Year
- The Lawyer's Regional/National Law Firm of the Year finalist
- Midlands Dealmakers Corporate Law Firm of the Year

We currently take on
6 Trainees per year

First Year Trainees earn £23,500.
Second year Trainees earn £25,000.

There are a range of other benefits including Health and Wellbeing days, BUPA health care and numerous staff activities.



We ask First Years for their **top seat choices** which we will try to accommodate. This is reviewed at each seat stage.

Second Year Trainees are consulted to obtain their **post qualification preferences** and liaise with Heads of Department as to vacancies in each area.

A Higgs Training Contract is made up of **4 x 4 month seats** with the final eight month block usually being spent in a preferred seat for qualification.

We aim to give you a **solid, all-round understanding** of our business, before you concentrate on your chosen discipline.

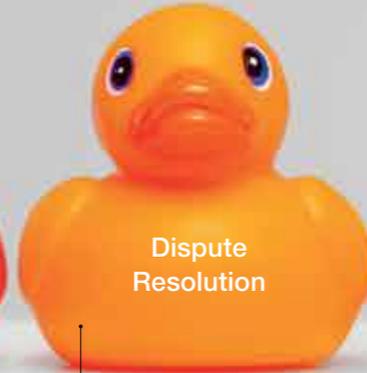


You decide

Our Trainee Programme works in the real world with real clients, caseloads and responsibilities.



Business Services



Dispute Resolution



Employment



Family



Personal Injury & Clinical Negligence



Private Client



Property Services

As a Trainee, you may not yet know where your passion lies – private clients or public companies, joint ventures or pre-nuptial agreements? No problem. We offer a full range of legal services to individuals and businesses alike.

Whether our clients are facing day to day legal issues or buying, selling or restructuring a business, we are committed to providing expert commercial advice which adds real value to an organisation.

Unresolved conflict costs a lot more than just money. We provide expert advice and assistance with a view to resolving disputes in the most timely, proportionate and cost effective manner.

We pride ourselves on a track record of providing clear, solutions-based advice, aimed at steering employers through what can often feel like an ever changing maze of employment law.

Family issues are complex, as is the law surrounding them. We have a wealth of experience in successfully resolving matters for families throughout the region as well as nationally and internationally.

The consequences of being involved in an accident or adversely affected by medical treatment can be life changing and the support of an experienced legal team will help those affected come to terms with life afterwards.

We advise and assist many thousands of clients and their families throughout the UK, solving often complex problems involving property, wealth protection, assets and other financial matters.

As one of the leading providers of commercial property advice in the region, our specialist team has experience in acting for a range of clients from sole traders to major national corporations.

Shana Quinn
Trainee Solicitor 2017



Over to you

Higgs & Sons is a place for people to achieve their ambitions and we always recognise ability, commitment and initiative. So, what of the immediate future? If you're interested in taking the next step, we'd love to hear from you.

Individuals need apply

Who?

We pride ourselves on taking on individuals with great academics, sparkling personalities, ambition and drive. A 2:1 degree is preferred, but you don't necessarily need to have studied law.

What?

There is an initial online application form to fill in, which can be found on our website.

If your application is successful, we may then invite you to a 'be yourself' assessment day which comprises group tasks, written exercises and presentations and a panel interview with the HR team and selected Partners.

When?

The deadline for applications is in June. The specific date can be found on our website www.higgsandsons.co.uk/graduates. We generally recruit two years in advance, however we are always on the look out for the right candidates so do feel free to get in touch with our HR team at any time.

Why?

Along with all the other benefits of working at a top 150 law firm such as Higgs & Sons, we offer financial assistance in relation to your GLD or LPC. We also support paid vacation schemes for Trainees.

How?

Simply fill in the online application form on our website: www.higgsandsons.co.uk, or email beyourself@higgsandsons.co.uk at any time for further information.

Hopefully we've given you a taste of what it's like to be part of the Higgs team. So now it's your turn. Tell us:

What makes you stand out?

Why you are a Higgs person?

What have you achieved?

And though the world of academia is important, remember the world doesn't begin and end in the classroom.

What will you bring to the team?

How are you going to make your mark?

Ready for take off?

Joining Higgs & Sons will provide you with the challenges, opportunities and high calibre of work that will make you an excellent lawyer, and what's more we believe you'll have lots of fun on the way.

So if you want to launch your career with us visit www.higgsandsons.co.uk to find out how you can apply to our Graduate Trainee programme.

0345 111 5050

www.higgsandsons.co.uk

beyourself@higgsandsons.co.uk

