

michelmores

A full-page background image showing two hikers on a rocky mountain peak. One hiker, wearing a red jacket and a yellow beanie, is helping the other, who is wearing a red jacket and a red beanie, up the rock. They are holding hands. The background features a sunset over a valley with mountains and a lake.

Your potential.

Our purpose.

**Together, we
deliver excellence.**

Graduate Recruitment

Navigating change to find a positive future

michelmores.com

Introduction

Choosing where to complete your training contract and Graduate Solicitor Apprenticeship is a big decision, and we know how important it is to choose the right firm for you.

This brochure is designed to give you a closer look at what it's like to work and train at Michelmores. Inside you'll learn more about who we are, our business goals, our values and culture, what we offer our graduates, and what day-to-day life here is really like.

We'll also share what qualities we're looking for in our graduates and what we expect from them, so you can decide if Michelmores feels like the right firm for you.

We've answered as many questions as possible, but if you need more information, please visit our [website](#), review our FAQs, and feel free to contact us if you still have any queries.

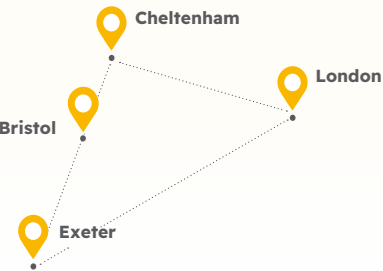
Explore our [Graduate blogs](#) for firsthand insights into their experiences.

Visit our [LinkedIn](#) page to get a feel for our work and culture.



Michelmores in numbers

4 locations



500+ people

51% of our Partners are women



5 Network groups (Race, Ethnicity and Cultural heritage, LGBTQ+, Social Mobility, Accessibility and Gender) and menopause and wellbeing champions

24 Wellbeing champions across the business

10 School student mentors

Our broader impact

Number of students engaged in our Momentum programme

500

Volunteering hours in 2024

653

Total raised through our Michelmores 5k Charity Run

£26,449

Total raised across our four charity partnerships

£23,412

Percentage reduction in market-based emissions

14.3%

Race, Ethnicity and Cultural heritage, LGBTQ+, Social Mobility, Accessibility and Gender) and menopause and wellbeing champions

Recognition

Ranked 57th in the Social Mobility Index

Recognition of excellence in Legal 500 Future Lawyers across 7 categories in areas such as: job satisfaction, quality of client contact, sustainability and work life balance

Recognised in Chambers as 'Elite' or 'Excellent' in 5 key categories in the Chambers Student Guide. Top 10 firms ranked for: trainee satisfaction and trainee learning and development categories

Roll on Friday achieve joint 1st place for 'Best Firms to work for in 2025'



You can read our [2025 Impact Report](#) which further outlines our progress across responsible business and social impact, as well as the sustainable economy work which supports our clients in their own transition to a low carbon future.

Why train at Michelmores?

Your potential. Our Purpose. Together, we deliver excellence.

Our strategy

Destination 2030

Our **Destination 2030** strategy is all about change. We are focused on helping our clients to navigate the relentless change in today's unpredictable economic, political and environmental landscape, to find a more positive future.

When you train here, you'll be part of a firm that values being commercial, creative and collaborative to deliver something truly distinctive.

The three pillars of our Destination 2030 strategy outline the positive impact we want to create for our clients, our people, and the communities in which we operate – and beyond.



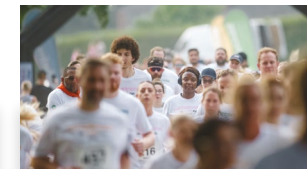
Differentiation of Delivery

Provide a more distinct and **improved service** to our clients.



Culture of Choice

Become an even better place to work for our people, with an **inclusive culture** that attracts and retains top talent.



Significance of Impact

Deliver positive **environmental** and **social impact** together, as a business and in partnership with our clients and communities.

Through our programmes you won't just gain an understanding of the law, but also, the commercial realities that affect our clients. This allows us to offer forward thinking advice that is innovative and future proof.

As a graduate, you'll work alongside advisors and senior partners who are relatable, results focused, client centred and always driven to learn and grow. Like our people, you'll be encouraged to be creative and entrepreneurial, challenge the status quo and use your business acumen to find the best solutions – not just for clients, but for your own development too.

We don't believe one approach fits all, we treat people as individuals and help shape your career, playing to your strengths and your passions. That's how we nurture the brightest and best lawyers.

If you're curious, eager to try new things, and ready to grow in a supportive, forward-thinking environment, Michelmores is the place to start your legal career.

Who are we looking for?

Our values are integral to how we interact with colleagues and clients, everyday. We believe that positive values will be the driver to achieving our strategic goals and creating positive impact for clients, colleagues and the communities in which we operate. Our three values are **Collaborative, Creative and Commercial:**

Collaborative

Teamwork is vital to us. We foster a supportive and collegiate working environment and we're well known for being flexible and inclusive at all levels.



Commercial

Driving success for our clients and for our colleagues is what we exist for. We are hardworking, ambitious and driven, and ready to take on big challenges.



Creative

We know that a fresh, growth-mindset often provides better outcomes than accepted wisdom. We are part of an agile business, designed to enable us to respond to opportunities and be innovative.



Values in Action

Our values have been developed by our people, and we call them our Values in Action. Hear what some of our people have to say about what our values mean at Michelmores.



Who are we looking for?

These values are not aspirational — they're embedded in our day-to-day interactions with each other and our clients. We are looking for our early careers talent to go onto become the future leaders of the firm, so through our recruitment process, we are looking for candidates who are passionate about law, have a desire to build a career with us and have that future potential.

Do you have the core traits we want in our future lawyers?

We value people who are not only capable but also curious, proactive and adaptable and who want to be part of something exceptional. We believe these traits enable us to deliver client excellence.

If you're someone who's keen to take initiative, solve problems creatively, and grow in a supportive, forward-thinking environment — you'll find this with us at Michelmores.

Here's more about what we believe makes Michelmores' colleagues excellent:

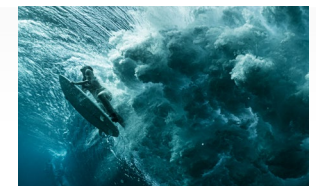
Lead with values

Demonstrate integrity, respect, and inclusivity in all interactions with clients and colleagues, contributing to a culture where everyone can thrive.



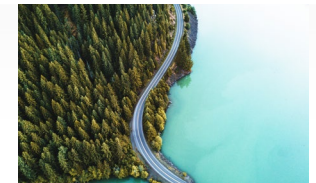
Strive for excellence

Be proactive, forward-thinking, solutions-driven, and adaptable to evolving client needs to deliver an exceptional client experience.



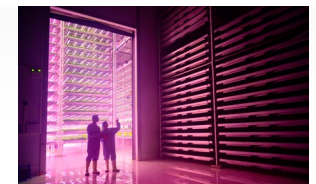
Drive high performance

Are proactive and take ownership, show initiative, and push boundaries to achieve outstanding results for clients and colleagues.



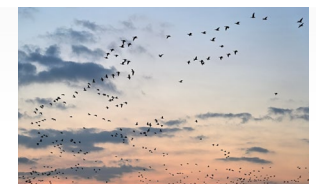
Think commercially

Are curious and proactive, anticipating client needs while delivering practical, forward-thinking solutions. Continuously seeking improvements and challenging the status quo



Collaborate effectively

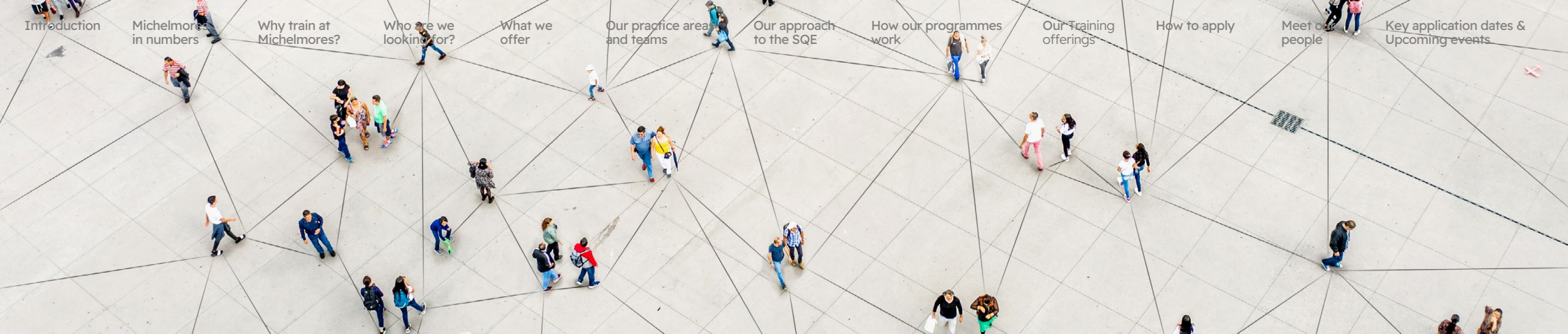
Build strong trusted advisor relationships, share knowledge generously, and work as one team across practice areas and locations.



Innovate with purpose

Embrace change, challenge convention, and bring fresh ideas that help us grow and evolve.





What we offer our Graduates

Supportive and collaborative culture

Tailored to your interests

Involvement in initiatives outside of the day-to-day role

‘Recruit to retain’ culture - start your career journey

Opportunity to make a positive impact

Involvement in national and international work

High level of responsibility

Work closely with Senior Partners and Managing Associates

Work collaboratively across our offices

What we offer as a Firm

At Michelmores, you'll have every opportunity to kick-start a successful legal career.

From day one, you'll be involved in real client work, helping deliver clear, commercial advice that makes a difference. You'll work with exciting clients in fast-moving sectors, including the sustainable economy, where ESG is a core part of how we think and operate. You'll learn fast, work with brilliant people, and start building trusted relationships early on.

We're a high-performing firm, but we know that great work comes from feeling supported. Through the Michelmores Academy, you'll get access to top-tier training and development tailored to your goals.

Our culture is friendly, flexible, and full of energy. We encourage fresh thinking, curiosity, and individuality — so you can shape your career around what excites you most.

In return, we look for people who are curious, proactive, and committed to doing their best work. We value fresh thinking, adaptability, and a genuine interest in making a difference.

With a clear strategy and a strong sense of purpose, Michelmores is a place where you can grow, thrive, and be part of something that's always moving forward.

Our practice areas and teams

During our training contract route, you will have the opportunity to be based in our Bristol or Exeter office as well as the option of a six month secondment in our London office.

Here is some more information about what seats you could complete in each office location to help you to make an informed choice about where you might want to be based for your training contract:



Business

- Banking Restructuring & Insolvency - Exeter/London
- Commercial - Bristol/Exeter
- Commercial & Regulatory Disputes - Bristol/Exeter/London
- Corporate - Bristol/Exeter/London
- Employment - Exeter



Private Client

- Agriculture - Bristol/Exeter
- Disputed Wills & Estates - Exeter/London
- Family - Exeter
- Private Property & Landed Estates - Bristol/Cheltenham/Exeter
- Tax, Trusts & Succession - Bristol/Exeter



Real Estate

- Construction & Engineering - Exeter
- Planning - Exeter
- Transactional Real Estate - Bristol/Exeter
- Property Litigation - Bristol/Exeter

Our practice areas and teams

Our Graduate Solicitor Apprenticeships are sector focused which means you can decide from the beginning the area of the firm you are most interested in and complete seats with your end qualification sector in mind.

Here's how the seats look for our sector focused apprenticeships:



Private Wealth Apprenticeship

- Family
- Tax, Trusts & Succession
- Disputed Wills & Estates
- Private Property & Landed Estates
- Agriculture
- Corporate
- Banking, Restructuring & Insolvency



Real Estate Apprenticeship

- Transactional Real Estate
- Planning
- Construction
- Corporate Tax
- Banking, Restructuring & Insolvency
- Private Property & Landed Estates
- Agriculture



Business Group Apprenticeship

- Commercial & Regulatory Disputes
- Corporate
- Commercial
- Banking, Restructuring & Insolvency
- Employment
- Tax, Trusts & Succession
- Transactional Real Estate

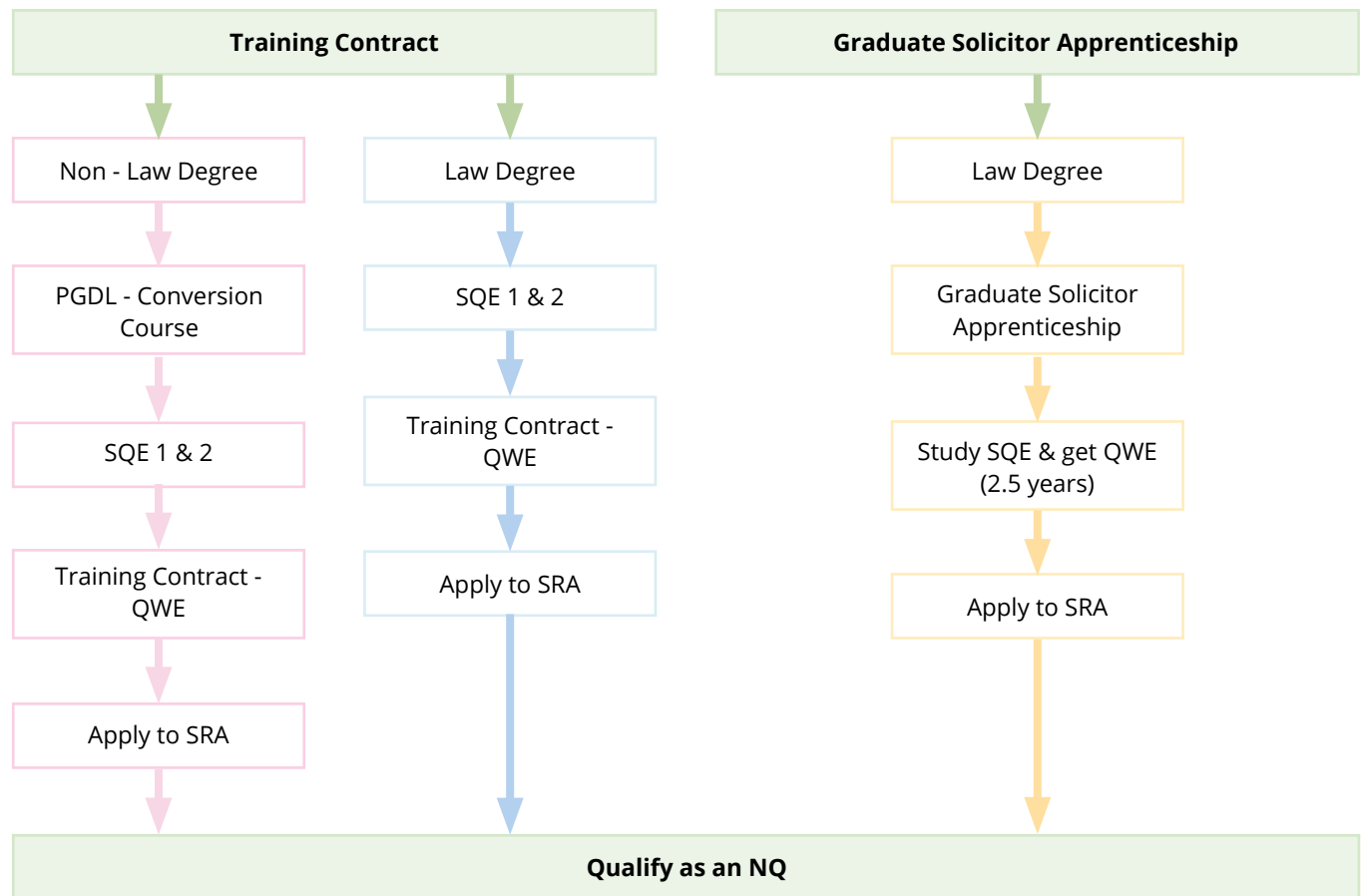
Our approach to the SQE and routes we support

At Michelmores, we're committed to making the legal profession more accessible by offering two clear routes to qualification: the traditional Training Contract and the Graduate Solicitor Apprenticeship.

Both pathways provide excellent opportunities to qualify as a solicitor. Throughout your journey, you'll work closely with senior partners, develop a strong understanding of the commercial realities our clients face, take on real responsibility, and get involved in exciting, high-quality work.

Our programmes are designed with one goal in mind — to develop and grow successful NQs with the potential to become a future leader.

Here's a quick overview of how our programmes work:



How our Training Contract and Graduate Solicitor Apprenticeship programmes work

Training Contract

Complete the SQE by the March ahead of commencing the Training Contract in the September

Work five days a week in the Firm

Gain two years QWE (qualifying work experience)

Experience four, six month seats

Not sector specific, so can choose seats across our sectors

Will experience at least two of our sectors

Supported to qualify in the Firm

Qualify within two years of starting Training Contract

Supported by the Training Principal, HR, team supervisors, team buddies and graduate buddy and an independent mentor

Given a high level of responsibility, challenged, encouraged and supported throughout the Training Contract

Part of our graduate cohort on the Sparks Development Programme, which will develop the skills you need to be an excellent future lawyer

Graduate Solicitor Apprenticeship

Gain the SQE whilst undertaking the apprenticeship

Our Apprentices join us in February each year

Work four days a week in the Firm and have one study day with the University of Law

Gain two years QWE (qualifying work experience)

Experience five, six month seats

Sector focused – choose to be private wealth, real estate or business services focused

Qualify within two and a half years of starting Apprenticeship

Work, earn and learn at the same time

Supported to qualify in the Firm

Supported by the Training Principal, HR, team supervisors, team buddies and graduate buddy and an independent mentor.

Like our trainees, you will be given a high level of responsibility, challenged, encouraged and supported throughout the apprenticeship

Part of our graduate cohort on the Sparks Development Programme, which will develop the skills you need to be an excellent future lawyer



Our Training offerings to support you

SPARK: Graduate Development Programme

At Michelmores, we're serious about supporting early career development. Spark is our structured programme for Trainee Solicitors and Graduate Solicitor Apprentices, designed to build the skills and confidence needed to succeed in a legal career.

From day one, Spark offers a tailored induction and a seat-by-seat training plan for Graduates. You'll take part in a wide range of development sessions, covering topics such as legal writing, advocacy, and personal branding. Many of these are delivered by our own lawyers, giving you practical insights from those already doing the job. The programme is run by our Learning & Development team in partnership with Early Careers.

THRIVE: Development for everyone

Designed to help you build core professional skills—from presenting with impact to managing your time effectively. Thrive helps you build a strong foundation and spark long-term success in your legal career

Financial support we offer

We support all of our future trainees financially to complete their studies. If you are offered a Training Contract with us, we will sponsor you to complete the SQE exams through the University of Law and you will receive a £7,000 bursary whilst studying the SQE 1&2.

We also sponsor the completion of the PGDL (if applicable). We also offer a £5,000 bursary whilst studying for your PGDL.

Eligibility criteria for the training contract & Vacation Scheme:

- Currently studying for, or have achieved, a minimum 2:2 in any discipline.
- You need to be able to start your Training Contract within two years of application.
- Law graduates must complete their SQE by the March before starting their training contract in the September.
- If you have a non-law degree, you must complete the PGDL before beginning the SQE. We do not support candidates undertaking the SQE without first completing the PGDL.
- If you have completed the LPC, you must pass SQE2 before starting with us.
- Must have the right to work in the UK without restrictions.

Eligibility criteria for the Graduate Solicitor Apprenticeship:

- Completed a law degree with a minimum 2:2.
- Graduated within the last 3 years and have not yet started or completed the LPC or SQE qualification.
- Completed a PGDL if you have a non-law degree.
- Must be able to start the apprenticeship in February.
- Have the right to work in the UK without restrictions.

Which route is right for me? Questions you might ask yourself

- Do you need to work and earn a salary whilst studying for the SQE?
- Do you prefer to focus solely on studying or putting knowledge into practice right away?
- Do you know what practice areas you're more interested in?
- Have you completed a law degree or the PGDL (if applicable)?
- Which route allows you to qualify sooner and offers the best learning experience?
- Will you be able to balance working and studying at the same time? Is this how you learn best?

How to apply for our Training Contract

At Michelmores, there are two ways to secure a training contract: through our assessment day route or by completing our vacation scheme.

It's important to choose the option that's right for you — we don't have a preference between the two. In both processes, we're looking for candidates who show future potential, adaptability, proactivity, and curiosity. You'll go through the same recruitment assessments, and the standard we expect is the same, no matter which route you choose.

Our assessment day route

Our 'assessment day' route, does not include work experience at the Firm. This route is great for those who know they want to pursue a career in law, have previous legal experience and/or are confident that Michelmores is the right firm for them. It is also a good option for people who are unable to dedicate a week to attend our vacation scheme.

Our vacation scheme option

Our vacation scheme is a week-long opportunity to experience our firm and culture first hand, valuable insight into Michelmores, our people, and the work we do — helping you decide if we're the right firm for your Training Contract.

Our week explained

You can choose to spend the week at our Bristol or Exeter office.

The scheme takes place in June.

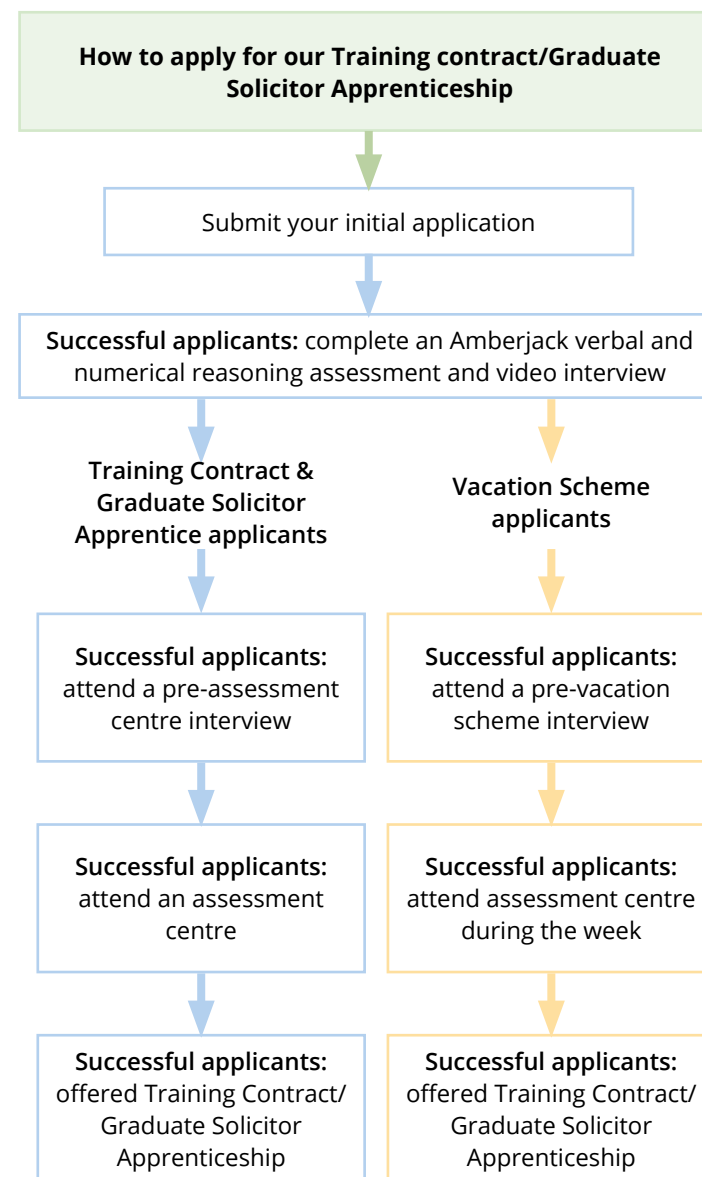
During the week you will:

- Work within one of our legal teams, gaining an insight into the type of work the team does, and our clients.
- Complete a group project with fellow vacation schemers, designed to help you network across Michelmores, conduct research, and deliver a presentation.
- Attend workshops and talks aimed at building your understanding of Michelmores and legal skills.
- Enjoy opportunities to meet our colleagues during our networking evening and organised trainee lunch.

You'll complete an assessment day, with the possibility of being offered a training contract at the end of the week

You will be paid the Real Living Wage

The week is focused on you gaining a better understanding of who we are and if we are the firm for you, just as much as it is about us getting to know you and seeing if you're the right addition to our firm.





Meet Benn Richards, our Partner & Training Principal

Where did you train?

A small commercial firm in the City in London which was swallowed up by a National Law firm many years ago.

Do you have a law or a non-law background?

Non-law. I have a BSc in Sociology from the University of Bristol. I did the PGOip and LPC at the College of Law (now the University of Law) in Guildford.

What do you like least about the legal profession?

As someone who is a litigator, I find overly aggressive styles of litigation unhelpful and (occasionally) unprofessional. We are all just doing a job and a more constructive and collaborative approach makes for a much better case.

If you weren't a lawyer, what would you be?

Looking back to my time post-university, probably a role in education or politics.

What is your proudest career moment?

I have been fortunate to act on some significant cases (from Swissair, to Bernie Madoff and one of the largest ever UK bankruptcies) but obtaining my higher rights of audience (both civil and criminal) in 2005 and using it for the first time was a proud moment. I have my robes in the office in case I ever need to dash off to court!

What was the biggest mistake you made as a trainee? What did you learn from it?

Like most people, many but thankfully nothing too significant. Messing up an index map search on a plot of land in central London was a "highlight". Thankfully an incredibly calm and understanding supervisor meant it was a near-miss rather than a big mess-up.

If you could describe your leadership style in three words, what would they be?

Well, I would hope people would say approachable, collaborative and supportive.

What is your favourite thing to do in your free time?

In no particular order: spend time with my family, walk my dogs and ride bikes (road, mountain and swift). I also enjoy bike-packing but have swapped staying in tents to staying in hotels.

Given what you know now, what advice would you give to your trainee self?

Listen and take in as much as you can. Very often we all deal with things we do not know the answer to but we learn how to find out the answer. You are not alone, please seek guidance and assistance from your colleagues - we are a supportive and collaborative firm, so please do ask for help.

**Explore graduate
life at Michelmores:**



Meet Georgie Lewis, our Early Careers Manager

How did you get to where you are today?

I studied at Birmingham University and completed a Business Management Degree. I then joined a financial graduate scheme and ended up in HR where I found my passion for early careers and inclusion & diversity. I then made the move to Michelmores in 2021 and moved into this early career's role.

What do you like most about Early Careers Recruitment?

Assessment days! I love running these and watching candidates who I have interacted with through the rest of the recruitment process and seeing them giving the days their all and showing their potential. It's really exciting to meet people who will be the future of the firm.

It is exciting to think someone you hire to be a trainee could be a partner of the firm, and that's why it is so important to make sure I get it right with the decisions I am making and the processes I implement.

No 2 days are the same and no 2 candidates are the same and that is what makes it an exciting area to work in.

If you weren't in Early Careers / HR, what would you be?

When I was younger I always wanted to become a chef and set up my own restaurant ... that dream was halted by my lack of cooking ability! I really fell into HR and I can't imagine myself doing something else now.

What is your proudest career moment?

Launching the graduate solicitor apprenticeship at Michelmores and being one of the first firms to offer this. It is so exciting that there are now so many routes to qualification and students can choose the path that is right for them, and I am really proud of Michelmores for implementing this as one of the first firms and continuing to add to our early careers offering – shows a true investment in junior talent.

What have you learnt from your time in Early Careers / HR?

By making changes to your early careers offering and processes, you can have an impact on not just the trainees/junior talent joining the firm in the next few years, but also the future of the firm. You also really have the ability to change someone's life whether that be through running a talk which inspires a school student or from offering someone a training contract – and that is very rewarding!

What is your favourite thing to do in your free time?

Anything with eating or drinking involved with family and friends are my favourite things.

Given what you know now, what advice would you give your younger self?

Be yourself. This will help you find the right firm for you and end up in a role you are meant to be in. Being yourself will help you find both those things.



Meet Beth Lock, our Early Careers Specialist

How did you get to where you are today?

After completing a BSc in Management with Marketing at the University of Exeter, I joined a two-year Operational Management Graduate Programme. During this time, I had the opportunity to work within a large HR team, focusing on early talent recruitment and development projects. This experience marked the beginning of my passion for supporting people at the start of their careers and gave me great insight to the world of people development.

Having started my own career journey through a structured programme, I'm passionate about designing and delivering early careers initiatives that equip individuals with skills and confidence to thrive. Helping people to grow and succeed is what motivates me.

Why did you decide to apply to Michelmores?

I really wanted to work somewhere that embraces change and creativity, and Michelmores' commitment to innovation, collaboration, and people development, really stood out to me. Being part of a team that values individuality and invests in its people, pro-actively

contributing to a culture of continuous learning, is incredibly refreshing. The fact that Michelmores named RollOn Friday's 'Best Law Firm to Work At' 2025 speaks for itself!

What part of early careers recruitment are you most looking forward to getting involved in?

I love to see candidates succeed! There is nothing more rewarding than watching someone grow in confidence, secure a role they're excited about, and begin their career journey. I am especially looking forward to creating tailored training and development opportunities, across the programmes Michelmores offer, that support individuals and unlock their potential.

What is your proudest career moment?

One of my proudest moments has been seeing the impact of early careers programmes I've helped shape. Knowing that the specialised training, networking opportunities, upskilling events, and support I've provided has set individuals on a successful path – and that this work has been externally recognised – is incredibly fulfilling. Proud moments like these are the best.

What is your favourite thing to do in your free time?

You'll often find me at a yoga or hot mat Pilates class – ideally followed by an iced vanilla coffee and sweet treat! Being half Cornish, weekends often mean beach walks with family, friends, and furry companions.

Given what you know now, what advice would you give your younger self?

Change is good. Even if it doesn't feel like it at the time, every new experience brings growth. You will always learn something valuable about yourself which will build confidence, resilience, and shape your future in ways you never expected.

What advice would you give anyone applying to a role at Michelmores?

When applying to a role at Michelmores, we want to see what makes you unique. Be curious, be proactive, but most importantly, be yourself! Ask thoughtful questions and take initiative. Being true to yourself is the best way to find a role that's right for you.

Key application dates

Training Contract Spring Assessment Day

Applications Open
30 September 2025

Applications Close
31 January 2026

Assessment Day
18 & 19 March 2026

Vacation Scheme

Applications Open
30 September 2025

Applications Close
17 February 2026

Exeter Vacation Scheme week
w/c 1 June 2026

Bristol Vacation Scheme week
w/c 8 June 2026

Graduate Solicitor Apprenticeship

**Applications for our 2027 opportunities will be
open in May 2026**

Please visit our [website](#) for more information

Upcoming events

In person:

Michelmores Open Day 2026: Bristol Office
13 January 2026

Michelmores Open Day 2026: Exeter Office
20 January 2026

Virtual:

Application Tips Insight Session
10 November 2025

Commercial Awareness Workshop
8 December 2025

Michelmores Virtual Open Day 2026
26 January 2026

Interview & Assessment Day Tips Insight Session
16 February 2026

Sign up to our events:



Contact us

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