



**HOWES
PERCIVAL**

GRADUATE BROCHURE

INTRODUCTION



Some consider Howes Percival a regional firm and, in terms of location, they're right. However, the type and value of work we undertake is more comparable with City firms. We specialise in all the major sectors that you would expect from a commercial firm and we work with some of the country's biggest household names.

Howes Percival is an ambitious firm and we believe that our goals can be achieved by recruiting and rewarding the brightest and best. We nurture our people in a supportive environment where the contributions individuals make to our business are recognised. We celebrate difference and diversity. We do not have a "type" and encourage everyone to be themselves.

We don't shy away from getting trainees involved in important work. From the very start of your training, you will be given a high level of responsibility on client matters and our partners will work closely with you throughout.

We are listed as one of The Sunday Times "Best Companies to Work For" in 2020 and have achieved recognition in The Lex 100 – the comprehensive guide to training contracts at the UK's top law firms - for six categories:

- Approachability
- Client contact
- Firm living up to expectations
- Inclusiveness
- Quality of work
- Vacation schemes

Our vision is "to deliver excellence as standard" and it's at the heart of everything we do. You'll read more about our culture and values in this brochure which I hope will help to give you a glimpse into life at Howes Percival.

Simon Murphy
Training Partner



WHY CHOOSE HOWES PERCIVAL?

Quite simply because at Howes Percival, trainees matter

As a trainee you are a valued and integral part of the business. Your training is not only important to you but also to the future of our business and this is reflected in everything we do.

Because we like our trainees to get their hands dirty

You will be involved in quality work, right from the outset, whether it is a corporate or property transaction or a contentious dispute. Training at Howes Percival is about much more than administrative tasks and involvement in isolated issues. We like our trainees to really get their hands dirty, to work as part of the team and to be involved in matters from start to finish.

Because we want you to be the best that you can be

We appreciate that starting a training contract can be a very daunting experience and that you will need support throughout your training. We want you to be the best that you can be and you can only do this if you are supported and nurtured throughout your training. At Howes Percival support can be found not only through the officially appointed training principal but also through the assistant training principal, your supervisors, other trainees and members of the team.

Because we are prepared to invest in your future

We invest time, money and resources in our trainees to ensure that you have the best start possible for your legal career. In addition to the day to day training which you will receive in your seats, all trainees participate in a comprehensive professional skills course which is specifically tailored to the issues you will face in a commercial law firm.

Because trainees are an integral part of our team

We see trainees as the future of the firm and so believe it is important to listen to the ideas and suggestions of our trainees. We accomplish this through regular trainee meetings and an open door policy. Trainees are encouraged to get involved in all aspects of firm life and at Howes Percival your opinions will be listened to and respected.

Because we offer good career progression

We invest heavily in our trainee solicitors and we aim to retain 100% of our trainees. Regular meetings are held with our trainee solicitors to discuss their career aspirations.

Because we offer a competitive salary and benefits package

Our benefits and rewards are highly competitive. In addition to a competitive trainee solicitor salary and NQ starting salary we offer a range of benefits including private health insurance, contributory pension scheme and a 25 days' holiday entitlement.

- Great starting salary with an increase in the second year
- Private health insurance
- Contributory pension scheme
- 25 days' holiday entitlement
- LPC and, if applicable, GDL fees paid, subject to a cap



OUR WORK

What areas of law does the firm specialise in?

The Legal 500 recognises us as prominent players in corporate law, commercial litigation, commercial property, employment, estates, insolvency, intellectual property, planning, property litigation, regulatory and tax. We also have specialist teams in banking and finance, construction, health and safety, family law and IT amongst others. You can see our full range of sectors and services on our website.

What kind of work does the firm handle?

Howes Percival's clients include SMEs, global businesses, high-net-worth individuals and families. We also work with government departments and are appointed to The Insolvency Service and Crown Commercial Service panels for General Legal Advice Services and Wider Public Sector Legal Services. We have expertise and resources which are usually associated with much larger national and City firms and are proud to work with some of the country's biggest household names. We work with clients across a wide range of industries and have particular expertise in the automotive, development, education, food & drink, agriculture, healthcare and leisure & tourism sectors.

Some of our clients:

Ben's Cookies	Just Hype
Bosch Siemens Home Appliances	Marston's
British Growth Fund	Mercedes-Benz
British Racing Drivers Club	Poundstretcher
Cambridge University	Samworth Brothers
Co-Op	Santander
Dominos Pizza	ShoeZone
Greene King	SPAR
HMRC	Trust Ford
HSBC	Welcome Break

Some examples of the work we do:

- Acting for Leicester-based property investment and development group on a £50million regeneration scheme in Leicester city centre.
- Acting for a training and consulting company in a trade mark infringement and passing off claim. The case was the first ever to be heard by the Intellectual Property Enterprise Court (IPEC) outside of London.
- Acting in the sale of Suffolk-based cider maker, Aspall to American brewing giant, Molson Coors.
- Acting for a Cambridge University college on the development and leasing of a £350m urban-academic community.
- Advising a professional football club in relation to a prosecution for fire-safety offences.
- Advising the Insolvency Service on the investigation into the failure of BHS.
- Advising a multinational investment house in relation to its £30.5 million refinancing of certain UK domiciled assets.
- Advising on a substantial multi-million pound international dispute relating to work on an oil platform in Nigeria.
- Advising a top fashion brand in relation to e-commerce strategy including reviewing and advising upon e-commerce agreements.



OUR CULTURE

We are strong on team working and we build lasting relationships with clients and colleagues. We focus on team goals rather than personal goals and agendas and recognise that everyone is different. We allow individuals to play to their strengths.

We encourage fun and social events as a firm and in each office and practice group. Getting the correct work/life balance makes the difference and we understand that.

We strive for excellence as standard in every aspect of our work. It shapes the service we provide to our clients as well as how we treat each other. Our culture and values are integral to our success.

Opportunities

Howes Percival is committed to your professional development. Our training contracts help you build on your current skills and develop new ones.

We will train you to work creatively and use your analytical skills to tackle any problem big or small. We encourage all our staff to recognise their own learning needs and support them by providing the necessary resources. Our trainees also have dedicated training days to boost skills from networking to time recording.

Your opinion matters

HP Voice is a staff forum where information is shared about a variety of topics such as the strategic direction of the firm, policies to benefit staff and suggestions for any improvements that can be made. We value our staff's opinions from partners to support teams.

Wellbeing

Happy staff are productive staff!

Approachability is one of our core values which includes being supportive and making time for others. This is an important aspect of providing a positive working environment in which people feel comfortable talking about and seeking help and support with mental health issues if needed.

The firm has mental health first aiders across our offices and in addition to this we have an employee assistance programme as part of our group income protection policy.

We take the wellbeing of our staff seriously and support this in lots of different ways including chill out areas in the offices, a casual dress code, training to help staff cope with stress and relaxing with colleagues socially.



THE EAST-WEST CORRIDOR

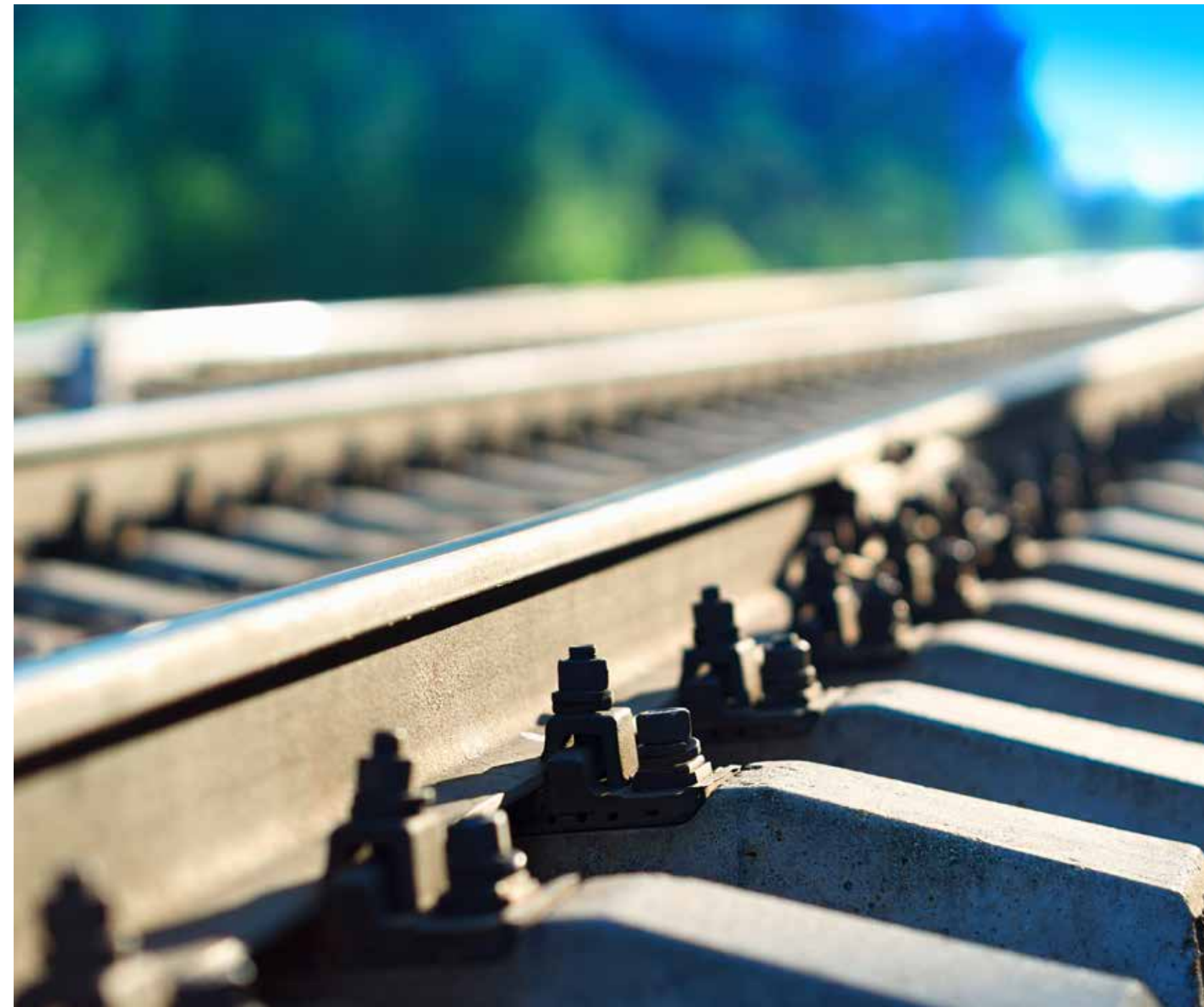
The East West Corridor (or Oxford-Cambridge Arc) is that part of Central England from Oxford to Cambridge encompassing the Silverstone cluster, Milton Keynes and Northampton which lies at the heart of the UK's fast growing high-value knowledge-based businesses. It has been recognised that these areas already demonstrate higher than average growth year on year.

Howes Percival has always been at the centre of the East West Growth Corridor and our offices straddle the length and breadth of the area. Our success and growth and our clients' success and growth feeds into the success of these regions. We are 'local' to each part of the Corridor and have a very real and obvious interest in proposals which affect it.

As a Howes Percival trainee, you will gain valuable experience and see first-hand how our work plays a part in the bigger East West Corridor picture.

It is because of this that we look for commitment to the region in our future trainees. Howes Percival offers a unique opportunity to work across regional offices that have a reputation that far exceeds the Midlands and East Anglia.

For more information on the East West Corridor, visit our dedicated website: www.eastwestcorridor.co.uk



TRAINING CONTRACTS

As a Howes Percival trainee you will complete four six-month seats, each in a different department. We like our trainees to experience transactional and contentious work so you will undertake seats in both.

We see trainees as our potential future partners so we want you to be committed to Howes Percival from day one.

We expect all our trainees to gain experience in multiple offices. Certain seats are only available in particular offices so this may determine where you train but experiencing more than one office is key to developing your connections and skills within the firm.

At Howes Percival we try to accommodate seat and location preferences where possible and choices may include:

- Commercial Property
- Company and Commercial
- Insolvency and Insolvency Service
- Estates
- Employment
- Property Litigation
- Family/Private Client
- Commercial Litigation
- Intellectual Property and IT
- Planning

In some instances, we are also able to offer a secondment to one of our clients where you would work in-house as part of the business gaining valuable commercial experience.

During the course of your training you will undertake the Professional Skills Course. The core modules and electives are provided by external trainers and take place in either Leicester or Norwich (off site).

Marketing

We firmly believe in developing your marketing skills from an early stage and this forms an integral part of the training programme. Trainees are encouraged to attend all client events hosted by the firm such as client seminars and seasonal parties. You will also be encouraged to attend external marketing events and events hosted by our clients.

Partner supervision

Whilst Howes Percival has a training principal who will oversee your training, on a day to day basis you will report directly to a partner or senior fee earner. After three months and again at the end of your seat you will be formally appraised by the partner training you. At the end of your seat you will also be appraised by the training principal who will discuss with you your ambitions and aspirations for the future.



FAQs

How do I apply?

You can apply by filling in our online application form found on our website.

When do assessments take place?

Assessment centres are usually held in July/August.

Do you fund the GDL/LPC?

We will consider funding the GDL and LPC courses for incoming trainees. We do not provide funding retrospectively.

Should I take any specific LPC electives?

If you are applying to Howes Percival, you should consider taking electives in areas the firm specialises in.

What social events does the firm organise for trainees?

We host an annual summer party for current and future trainees which gives incoming trainees the opportunity to get to know people at the firm. We also have a firm wide AGM each year and other regular social events organised by office and practice groups. Our trainees also attend designated training days which include social lunches and sessions.

Where will I be based?

Our trainees rotate between offices throughout their traineeship.

How are the seats chosen?

You will sit with Simon, our training principal, to discuss which seat you would like to do next. Simon will always aim to give you your first choice, and if this is not possible, it is very likely you will get this on the next rotation.

Is there a vacation scheme?

Yes, each summer we run a work experience programme in our Leicester, Northampton and Norwich offices. See page 15 for details.

What CSR work is the firm involved with?

Everyone at Howes Percival is encouraged to engage with community and voluntary groups within their region and we actively support them to do this. See more details on page 29.

What is the firm's trainee retention rate?

We aim to keep all of our trainees. Even during the coronavirus pandemic and following economic uncertainty, we were able to retain all but three trainees.

Do you offer paralegal vacancies?

We do on occasion have paralegal roles and these would be advertised in our vacancies section on our website.



VACATION SCHEME

In addition to our training contract, we offer a number of vacation scheme placements across our East Midlands and East Anglia offices.

Vacation schemes are open to second and third year law students, and final year students from other disciplines. We also encourage part-time and post-graduate students to apply.

It is your opportunity both to get to know us better and to show us your potential as a future trainee of the firm; many of our current and past trainees undertook a placement with us before joining the firm.

Our placements consist of a one week summer placement in one of our offices covering a number of different departments supported by trainees and fee earners. You will have the opportunity to conduct research, complete drafting and correspondence exercises and take part in a negotiation task.

We also like our interns to see the fun side of Howes Percival, so we encourage you to take part in our informal question and answer sessions, attend drinks after work and join the current trainees for lunch!

If you impress us on your vacation scheme, we often choose to interview you during your time with us for training contract positions.

Where do I apply?

Please apply by completing our online application form which can be found on our website.

When is the placement?

The one week placement usually takes place in June or July.



THE RECRUITMENT PROCESS

To apply for either a training contract or our vacation scheme, visit our website and fill in an application form.

Should your application be successful, you will be invited to attend one of our assessment days which take place in late July or early August.

The assessment centre lasts for approximately half a day and includes an interview, presentation and a number of tests.

If you are successful following the assessment day, we will aim to inform you either the same day or as soon as possible afterwards.

What we look for in our future trainees

At Howes Percival we're looking to recruit and retain top-quality graduates that demonstrate our core values as a firm. Howes Percival may be regional in location but are strongly competitive with larger and City firms.

Our lawyers are all enthusiastic about the law and share a determination to deliver the best possible results for our clients working across sectors and offices.

You should have:

- Good A-levels (not including general studies)
- A 2:1 degree in any discipline (or you should be on track to achieve this)
- Ability to work well as part of a team
- Good interpersonal and communication skills
- Strong problem solving and critical thinking ability
- A positive "can-do" attitude and resilience



A DAY IN THE LIFE OF . . .

A Corporate, Commercial and Banking Trainee

8:15 I arrive at the office, and start the day with a coffee, which I drink while I'm creating my "to do list" for the day. I also email my contact at a local accountancy firm about a football networking event. Team HP has yet to win a match so we are hoping we don't get thrashed again!

8:45 Practical Law send a weekly email to update the recipients on recent cases, which is a useful read for a trainee in a new seat.

9:15 The Company Commercial team in Norwich meets every week to go through our workloads and to talk through practical ways to deal with any work related issues. This is a great learning opportunity for a trainee as we can "soak up" tips from our more experienced colleagues.

9:45 I turn my attention to a services agreement, which I had drafted the day before. I take time to carefully proof-read the agreement, with "fresh eyes", before handing it to my supervisor for his comments, along with a draft email to the client which summarises the key provisions of the agreement.

10:45 A photographer is in the Norwich office to take "lifestyle shots" of the trainees to use on the website and on social media. I reluctantly pose and realise modelling is definitely not a career path for me...

11:15 As trainees we are encouraged to tweet via @HPtrainees, so I tweet behind the scenes shots from our photoshoot to give our followers a taste of trainee life.

11:20 The previous week I was involved in a share sale agreement, acting for a client who was purchasing a business. I was tasked with dealing with the post-completion matters including collating and saving the documents (stock transfer forms, written resolutions of the company, deeds of resignation

and the agreement itself), and drafting an email to our client attaching the documents, and detailing the key post-completion steps that requires their input.

13:00 After a busy morning, I take the opportunity to head out for some fresh air and something to eat, along with the other trainees. We grabbed food from a local restaurant which specialises in falafel, and had a catch up about our respective weekends.

14:00 My supervising partner asks me to produce a first draft of an engagement letter, for the sale of a local sports venue. The firm is also advising on property elements of the sale so I meet with my colleague in Commercial Property to incorporate property matters into the engagement letter. I also use this time to type up my attendance note of the client meeting I attended with my colleagues.

15:00 In anticipation of attending a Chamber of Commerce exhibition next week, I meet with the marketing team to discuss the practicalities of the day.

15:30 Having addressed my pressing tasks, I turn my attention to researching the steps required at Companies House once a company changes ownership, and having a discussion with my colleagues to check that I am on the right track.

17:00 We have a great work-life balance at Howes Percival, which includes attending fun networking events. Tonight I'm attending a Young Professionals Group event, which is a Sushi Making Masterclass.

20:00 I return home, with a stomach full of sushi, and a fridge full of more sushi ready to be eaten at lunch tomorrow, having had a fun night socialising with other young professionals.



A DAY IN THE LIFE OF . . .

A Commercial Property Trainee

8.30 This marks my arrival into the office. I am currently in my first seat (Commercial Property). Whilst waiting for my computer to load, I compile my initial "to-do-list" for the day. I then check my emails for any overnight developments that may have come through.

9.00 I draft the relevant documents and make a couple of applications to the Land Registry.

10.00 I attend a department meeting. Although the department is busy, it is important that everyone communicates regularly and keeps in touch. We speak about workloads and the planning of a ghost tour around Norwich which the firm is to hold.

10.30 I undertake some research into a property which is changing use from residential to commercial and look into the relevant SDLT rates.

11.30 We are acting for a Landlord who wishes to exclude the 1954 Act. I draft the relevant documents required to do this and get them checked by my supervisor.

12.00 My supervisor asks me to look into an interesting conveyance. Certain individuals have priority over the land if certain members of the royal family are still alive. I go about researching the royal family tree and deciphering the old wording to see if it is still relevant.

1.00 I meet up with the fellow trainees and we all go for lunch in the gardens of Norwich Cathedral. Although the autumn weather is a little chilly, the sun is still shining!

2.00 An email has come in from a client who wishes to locate a number of older documents. I set about finding and compiling these.

3.30 My supervisor asks me to consider an email from a client. An item in the property is broken and the client wishes to know whose job it is to repair it. I obtain a copy of the lease documents and report back to my supervisor with my findings.

4.30 A client is to carry out some development work but there are a number of discrepancies between various plans. I open up maps on my desk and compare them to see where the issues lie.

5.30 I begin a number of administrative tasks. This includes logging how I have spent my time throughout the day, asking other fee earners if they require any assistance, tidying my desk and updating my training contract record.

5.45 I head home for the day. I catch up with family and make plans for the weekend.



A DAY IN THE LIFE OF . . .

A Litigation Trainee

8.30 I am currently doing a seat in the Litigation department. I get into the office and check my emails while having my cup of tea. I look at my list of tasks which I need to complete and prioritise the matters which need to be dealt with first.

9.00 We have a team meeting at the start of each week to catch up on current workloads and make sure everyone is informed of each other's commitments during the week. It's important to know both what you have on and when your supervisor is going to be in the office to ensure your work can be approved in time for deadlines.

9.30 I draft a letter to a client explaining the next steps to progress their application for a lease renewal. Sometimes you will be heavily involved in a client matter so will have a good understanding of what has happened. Other times, you may be just asked to do a one-off task for a client, so it is important to review the documents and correspondence on the file so you know what stage the matter is at.

10.30 I call the County Court to check they have received an application we posted. In litigation, there can be strict consequences for failing to file and serve documents so it is important to ensure the court has received urgent documents.

10.30 I carry out a research task for my supervisor. Sometimes tasks can be quite straightforward and involve finding the relevant CPR provision or law but other times tasks can be more abstract!

13.00 The trainees try and meet up at lunchtime for a catch up, although this depends on how busy everyone is. The town centre is only a short walk from the Northampton office so we walk down and buy lunch.

14.00 I have received confirmation from a client that they would like me to draft a claim form to regain possession of their property as a tenant has not moved out when they requested. I make sure I have the information I need and prepare the application.

15.30 My supervisor has reviewed my letter to a client so I incorporate her suggested amendments and print it ready to be posted. I always make sure any important letters are approved and signed around this time as post is collected at 16.30. Sometimes there can be a bit of a rush if you have several letters to go out.

16.30 Once the post is gone, I finish drafting an article for the firm's website. The firm regularly posts articles and case analyses on recent judgments affecting areas of law we practice in.

17.30 After completing a few smaller tasks, I check with my supervisor and the other fee earners in the department that they do not require any further assistance with anything. I compile a list of the tasks I still need to complete so that I am prepared for the next day.

18.00 I normally go to a gym class on the way home or pop to the supermarket. Although sometimes you need to stay late to finish any urgent work, your supervisor will assist you in managing your workload. My next seat is in Cambridge so I spend the evening looking at things I will be able to get involved with in the local area.



A DAY IN THE LIFE OF . . .

An Intellectual Property Trainee

8.30 I arrive at the office for the day and switch on my computer. Whilst I wait for it to load up, I make myself a drink (not tea or coffee unlike most of my colleagues) and review my to-do list. It's always a good idea to see whether any emails have come in overnight which need to be dealt with as a priority.

9.00 Today, an email is waiting for me from one of our clients regarding a potential case of passing off and trade mark infringement of their website. As such, it's my job to screenshot all of the infringing web pages which could be used as evidence in potential litigation.

9.30 One of our corporate clients is selling their company, and the IP team has been asked to give some assistance on the IP aspects of the sale. Therefore, I carry out searches of all of the client's registered IP, and then conduct further research as to whether the client has any unregistered IP. So that the information is presented clearly to our corporate colleagues and the client, I put all of my findings into a report.

11.30 One of our clients wants to make an international trade mark application for one of their UK trade marks using the World Intellectual Property Organisation's application process. Therefore, I draft the requisite application form and send it to my supervisor for their approval.

13.00 It's lunch time and I arrange to walk across to Fosse Park with a couple of the other trainees to grab some lunch and get some fresh air. It's always nice to find out what the other trainees are working on in their departments and discuss any upcoming firm or networking events.

14.00 An email has come in from one of our trade mark agents in China who has informed us that our client's trade mark application in China has faced opposition in respect of one of their classes of goods. It's time to discuss the matter with the fee earner responsible for the matter and then draft an email to the client to find out whether they are happy to drop their application in respect of that particular class of goods.

14.45 The next thing on my list is drafting a witness statement for one of our clients, the defendant in a copyright infringement case. The court imposes strict deadlines for the filing of witness statements; therefore, I have to ensure that I leave plenty of time to get the witness statement drafted, checked by my supervisor and approved and signed off by the client before serving it on the other side.

17.30 I have signed up to a wine and cheese tasting event with Leicester Hotshots which is a young professionals networking group in Leicester. Going to these kinds of events is a great opportunity to grow your network of accountants, financial advisers and other young professionals. Therefore, I will finish drafting my witness statement tomorrow as the event starts at 6pm in the city centre. Before I leave the office I make sure that my time recording is up to date, and switch off my computer.

20.00 After a fun evening of tasting delicious wine and cheese and meeting some new people, I head home for a relaxing evening.



MEET ONE OF OUR PARTNERS

Michael Green is an insolvency and dispute resolution partner who joined Howes Percival in 2017 and is a member of the firm's board. He has over 20 years' experience working in law and is a Solicitor-Advocate and sits as a part-time Judge on the South East and London Circuit.

Tell us about yourself I started my career in law by training between two firms, Squire Patton Boggs (then Hammond Suddards) and Hegarty. I then went onto qualify as a solicitor at Hegarty in 1999 and was appointed as a partner there in 2003. I worked there for a further two years and moved to Weightmans in 2005 before joining Howes Percival in 2017. Throughout my career I've worked in Leeds, Liverpool and London and am now predominantly based in Cambridge.

Which seats did you undertake as a trainee and which area of law did you qualify into? During my training contract, I undertook seats in insurance litigation, commercial litigation, company commercial and crime before qualifying into commercial litigation and insolvency. I was due to qualify in March 1999 but arrived back at work following the Christmas break in December to find that a five-year qualified solicitor in the team had been made redundant and I would be taking over his caseload (and office) which included a trial that was 3 days away – it was a baptism of fire to say the least! There wasn't much supervision at the time so now I always make a point to provide enough supervision to everyone in my team so they don't find themselves in the same position.

How did you get into law? When I was 13 I decided to be a lawyer because it was starting to look like I wasn't going to be a professional footballer (really!) so I needed a plan B. I put my interest in law down to watching TV dramas like Kavanagh QC and Rumpole of the Bailey (not LA Law though!).

What job would you have if you weren't a solicitor? If I wasn't a lawyer (or a professional footballer!), I would be a chef as I really enjoy cooking.

What one piece of advice would you give to someone starting out their career in law? Work hard and stay focused – there will be difficult times when you may be struggling to find a training contract and qualification seems unattainable but if you have the right qualifications and are persistent, you'll get to where you want to be.

Most embarrassing moment as a trainee? I was having lunch in the restaurant at Squire Patton Boggs and (as a young trainee), my tray was stacked full of food. Unfortunately, in a room full of partners, I tripped and spilt a big bowl of mushroom soup down my suit. It was a very questionable stain and I had to explain what had happened all day. My trainee colleagues were particularly amused!

What attributes do you look for in trainees? I look for trainees who are hard-working and intelligent – it's a good combination. I also look for people who are grounded with genuine interest in the job and, crucially, common sense. The ability to properly balance a tray of food is also an advantage...!

Describe Howes Percival in 3 words Friendly, supportive and rewarding.

Top interview tips? Be yourself – we often find people try and tell us what they think we want to hear. We want to get to know you as a person so we can tell if you're the right fit for us and vice versa. Be genuine, make sure you prepare for the interview – know about the firm and show that you are interested – and try to relax. It's not a cross examination and we're not trying to trip you up – we just want to get to know you.



COMMUNITY & SOCIAL

CSR

We pride ourselves on being an active member of the communities in which we work. As a business we support a number of local and national organisations. We also encourage our staff to engage with community and voluntary groups and look to provide real support to help them to do this, for example, by offering paid “charity days” and matching fundraising activities up to a certain value.

While charity and fundraising activities take place regularly for a variety of charities and community initiatives, each of our offices selects a local “Charity of the Year” to support.

Social

In addition to a sports and social calendar with events planned across the firm throughout the year, there is an annual summer party for current and future trainees which gives incoming trainees an opportunity to get to know people at the firm. There is also a firm-wide AGM which all employees take part in. Our trainees also attend designated training days which involves a social aspect.

See more of what we do on our social media pages:

- **Twitter:** @HowesPercival / @HPTrainees
- **Facebook:** Howes Percival LLP Trainees



TRAINEE FEEDBACK

Our trainees are interviewed annually by Chambers Student and The Lex 100 - the definitive guides to training contracts at the UK's top law firms. Following feedback received from our trainees, we were announced as a winner in six categories in The Lex 100's 2019/20 edition.

- Approachability
- Client contact
- Firm living up to expectations
- Inclusiveness
- Quality of work
- Vacation schemes

The winners were determined by the results of a survey where over 2,500 trainees were asked about their views on training in their firm, covering topics such as job satisfaction, stress levels and work/life balance.

The guide also praises Howes Percival for its 'reputation, location and scale of work' and the 'supportiveness of all staff' as well as its 'interesting and varied workload'.

Chambers Student's 2020 edition praises Howes Percival's fast growth (headcount has gone up by 21% in the last three years) and its 'people focused strategy'.

Here's what some of our trainees said:

"Supervisors really care about how you're developing."

"Partners always come around and chat – you can see they're normal people that joke around."

"You don't just come in, do the work and go home. The firm notices who willingly gets involved."

"Partners work hard to make sure you're getting a good breadth of experience."

"You are immersed from day one in everything from Stamp Duty to registering property at the Land Registry."



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