

Live Chat Series: SPARK

18/11/2020



I'm a french law student and have just started a LLB at University of London. Am I eligible to the program?

Application Advice question asked by **Moad L.** | 6 replies



Jessica K.

18/11/2020

Hi. I'm a first year law student at the University of Manchester. My question is whether an overseas residential address will prevent a British citizen from completing the on-line application form for a vacation scheme.



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

SPARK is for students in their first year of university, or second year of a four-year course. If you fall into either of those categories, then you' will be eligible!



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

Jessica - you can apply from overseas, that's no problem, but you will need the right to work in the UK in order to do the scheme.



Esinam A.

18/11/2020

Hi Yasmina, what if you are in your first year in an accelerated LLB program that is two years? can you apply to SPARK? or would a vacation scheme be a better option?



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

Hi Esinam - we don't run a vacation scheme but instead offer Global Virtual Internships. In your case, you would be eligible to apply to the Training Contract as you're a penultimate year law student.

careers.cliffordchance.com/london/global...



Esinam A.

18/11/2020

Thank you! The transition from Canada to the UK is very different so thank you for the clarification!



Did you manage to integrate the firm's values into your application? If so, how?

I'm currently a Year 13 student and when I attended Clifford Chance's booth they said that we would have to submit a personal statement as a part of our application and I was wondering if there were any similarities.

[Application Advice](#) question asked by **Lily E.** | 3 replies



Lily E.
18/11/2020

Also, a lot of my work experience and extracurriculars involve the environment, is this too limiting? I think the experiences offer a well-rounded set of skills but I'm worried about my interests being seen as too narrow



LeRon H.
Future Trainee, Clifford Chance
18/11/2020

Hi Lily, a personal statement does form part of our application; and its 600 words.



LeRon H.
Future Trainee, Clifford Chance
18/11/2020

I wouldn't worry about experiences seeming too narrow; any experience is useful.



I am a first year LLB law student studying in Leeds, is there any advice you could give on how to tailor my application?

[Application Advice](#) question asked by **Chloe H.** | 5 replies



Shoshi L.
Future Trainee, Clifford Chance
18/11/2020

Hey Chloe! I think the best starting point is looking at the values that you think the firm represents, and why they are of interest to you. Why is it Clifford Chance rather than another Magic Circle firm that you are interested in applying to? What stands out to you? Make sure that your answer simply cannot be used for another law firm!



Chloe H.
18/11/2020

Thank you for the advice! Do you have any extra tips on how to research the firm in depth and really discover the true values that the SPARK scheme has to offer?

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

Come to our events and do our global virtual internships - that's really going to help you to understand the firm:

careers.cliffordchance.com/london/what-w...

careers.cliffordchance.com/london/global...

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

I particularly recommend the 'Views from Partnership' event that is coming up next week.

**Chloe H.**

18/11/2020

Thank you, I am currently completing the virtual internship and will look at the event for next week.



Will this programme be available virtually as I don't live in London and also because of Covid?.

General question asked by **Rubela B.** | 1 reply

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

SPARK is usually run in-person in our London office, but due to Covid-19 this year it was virtual! We'll have to see what happens for Summer 2021, as it's hard to anticipate what will happen with Covid-19. However if you are interested in virtual programmes rather than in-person ones, I recommend our Global Virtual Internships! These are a fantastic resource and are considered as work experience: careers.cliffordchance.com/london/global...



Could I apply for the Middle East training contract?

I was awarded a masters in international commercial law, LLM from the University of Glasgow.

I am a native Arabic speaker

Career Choices question asked by **Mohammad B.** | 5 replies

**Mohammad B.**

18/11/2020

Plus, I am Syrian and on a student visa.

Aasha T.



Graduate Recruitment Marketing Manager, Clifford Chance
18/11/2020

Yes you can please contact our Dubai office directly. Thanks Aasha



Mohammad B.
18/11/2020

Thank you for your reply. Can you tell me what should I contact them for, please? Also, should I fill an application for the role or not?
Your help is appreciated.



Mohammad B.
18/11/2020

If I may ask one more question please, I would like to know whether the virtual internship program could support my application or not?

Thank you!



Aasha T.
Graduate Recruitment Marketing Manager, Clifford Chance
18/11/2020

Yes we would recommend that you complete as many virtual opportunities as possible especially ours as there over 20 hours of modular content and gives you a real flavour of the types of trainee tasks you would undertake.



What would you say are the main qualities that they are looking for in an application?

I'm a LLB Common Law student at the university of Glasgow, any advice would be great

General question asked by **Toni G.** | 7 replies



Oliver J.
Trainee Solicitor, Clifford Chance
18/11/2020

Looking for someone determined, committed, and personable. Realistically, the firm is looking for someone who can do the work required of them in a way where passion shines through in the work they complete. My top tip is to be yourself in your application - the most impressive thing about an application is what each individual can bring to the table in my opinion!



Toni G.
18/11/2020

In the app, they ask for things like experience; positions of responsibility, etc. what would you say are the most important things to write about in these categories? and also, should we discuss personal motivations for applying to the firm? I personally decided to apply here because of the LGBT equality measures - would it be a good idea to work this into my application?

Toni G.



18/11/2020

And obviously because I'm a giant nerd who really likes corporate law. would it also be a good idea to work commercial awareness or talk about which areas of the law we're particularly interested in into the application?

**Oliver J.**

Trainee Solicitor, Clifford Chance

18/11/2020

1) I would say of course there is an objective element to what a position of responsibility is etc., but it is also largely how you write about that experience. It is about your contribution to whatever you did, however small.

2) Not in the 600 words - there is a way to exemplify motivations in your application in the work experience section (from attending talks such as these) or events with the firm/global virtual internship - weave why you want to apply to the firm on this basis.

3) I know you did not ask but as a LGBT+ individual myself, from the inside out, I cannot recommend the workplace enough for creating a safe space for me to be who I am without fear every day.

4) I would only do this in the work experience section and focus only on the summary of content for the 600 words.

Best of luck!

**Toni G.**

18/11/2020

Thanks for the help. it's nice to know that LGBT people can succeed in this field; I used to think that I wouldn't be able to work in law because it was really conservative, but it's great that I won't have to compromise who I am in order to follow my passions. thanks for your help.

**Oliver J.**

Trainee Solicitor, Clifford Chance

18/11/2020

My absolute pleasure! Please reach out on LinkedIn if you would like any further guidance following the session

**Toni G.**

18/11/2020

Thank you again, I will definitely do that



What do you think makes you stand out the most in the application section?

[Application Advice](#) question asked by **Eduardo R.** | 3 replies

**Yasmin J.**

Trainee Solicitor, Clifford Chance

18/11/2020

Hi Eduardo!

**Yasmin J.**

Trainee Solicitor, Clifford Chance

18/11/2020

It is really important to be as genuine as possible. Really think about why you, why law and why CC and make it specific to you.

**Yasmin J.**

Trainee Solicitor, Clifford Chance

18/11/2020

Also do not be afraid to speak about non-law experience that you have had! A lot of people do really cool things outside of law that show great transferable skills.



What sort of tasks do students get to undertake during the SPARK programme?

General question asked by **Rupert B.** | 1 reply

**LeRon H.**

Future Trainee, Clifford Chance

18/11/2020

Hi Rupert, thanks for your question. During the SPARK scheme, candidates shadow lawyers within two practice areas and are given live tasks to work on during the week. For example, I worked on an employment contract within the Employment Group, as well as share purchase agreements in the Corporate group. SPARK normally also includes a trip to the firm's abroad office, for an insight into work within other jurisdictions.



I am looking to apply to the Spark Programme next year. How can I make myself stand out?

I am not completing a traditional Law degree.

Application Advice question asked by **Jack B.** | 4 replies

**Oliver J.**

Trainee Solicitor, Clifford Chance

18/11/2020

Stand out by selling your own experiences and personality - everyone has something different to bring to the table and it need not be what is typically perceived as needed in a law firm application. For example, I spent most of my interview talking about my work experience as a paper boy and lifeguard, rather than discussing minor high street law firm experience I had!

**Jack B.**

18/11/2020

Thank You. Would you recommend taking part in volunteering activities as well?

**Oliver J.**

Trainee Solicitor, Clifford Chance

18/11/2020

If you personally would like to, yes - I did, and included this in my work experience. It is always good to help others and you can learn a lot from every experience you have!

**Jack B.**

18/11/2020

Thank You!



What would you say are the main qualities that the firm is looking for in an application?

General question asked by **Toni G.** | 3 replies

**Oliver J.**

Trainee Solicitor, Clifford Chance

18/11/2020

I don't think there is a checklist, but there are certainly skills and qualities preferred for law firm applications. Think about developing a business acumen, thinking about how your day to day experiences are influenced by such an acumen, as well as what clients want from a law firm. There are ways to make these things and thoughts shine through without having legal work experience - I remember speaking about how when volunteering at Oxfam. I rearranged the store to make it more visually appealing (in turn increasing turnover thereafter).

**Toni G.**

18/11/2020

I actually did the same thing as work experience, weirdly enough. also, what would you say are the best ways to demonstrate business acumen? thanks for your help

**Toni G.**

18/11/2020

Additionally, what advice do you have for the interviews? what kinds of things are they looking for; what makes an applicant stand out; is it very formal. also, how important is the SPARK scheme when applying for a vacation scheme? and do you have any advice for applying to the lavation scheme?



What did you gain from the SPARK scheme and what makes Clifford Chance an appealing company for graduates?

General question asked by **George G.** | 2 replies



Shoshi L.

Future Trainee, Clifford Chance
18/11/2020

Hey George! I gained a lot! I think succinctly said, I gained the confidence that Commercial law and working for Clifford Chance is what I want for my career and life. That's a great question and I can tell you why it was appealing to me. But that is a very individual question and for you to find out. I can suggest trying to attend events, researching the firm, looking at the people who work there, etc.



George G.

18/11/2020

That's very helpful, thank you!



Why law, why commercial law and why Clifford Chance?

Hi I am Cristal, law student at the University of Cambridge.

General question asked by **Cristal S.** | 5 replies



Yasmin J.

Trainee Solicitor, Clifford Chance
18/11/2020

Hi Cristal - I am from Cambridge (great city) !



Yasmin J.

Trainee Solicitor, Clifford Chance
18/11/2020

These questions (which are always the best basis when planning your apps for all law firms) are very personal. I would encourage you to keep on engaging in events such as this and really deciding what the answers are for yourself - a genuine answer always looks great on your application! For me personally, however, I always wanted to pursue a profession instead of just a career. I wanted to work in something I could learn continuously that was challenging and ever-changing. Commercial law was a place where I felt that I could best receive this.



Cristal S.

18/11/2020

That it is. What are the key skills that are being sought for the spark scheme, and how do I demonstrate that I possess these skills. Without looking showy?



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance
18/11/2020

Never worry about looking showy in an application - the purpose of it is to show off! I recommend watching this video: www.youtube.com/watch?v=E_EK_NWTEsk&...

**Cristal S.**

18/11/2020

Thank you both, so much!



What kind of assessments should we expect in the assessment days in January?

Application Advice question asked by **Ella Z.** | 2 replies**Aasha T.**

Graduate Recruitment Marketing Manager, Clifford Chance

18/11/2020

The assessments for SPARK will be one extended 75 minutes interview with a commercial exercise element

**Ella Z.**

18/11/2020

Thank you so much Aasha!



Following on from the SPARK scheme programme, what kind of mentoring and support is available for first-years?

General question asked by **Amira K.** | 5 replies**Oliver J.**

Trainee Solicitor, Clifford Chance

18/11/2020

The firm offers the LIFT internship programme: www.youtube.com/watch?v=DR5wWGEuQIU**Oliver J.**

Trainee Solicitor, Clifford Chance

18/11/2020

This is just one way the firm offers support and mentoring too

**Oliver J.**

Trainee Solicitor, Clifford Chance

18/11/2020

Other examples include regular invitations to current affairs events at the firm, along with being partnered with a trainee buddy who helps mentor offer holders until they join

**Oliver J.**Trainee Solicitor, Clifford Chance
18/11/2020

Hope that is helpful

**Amira K.**

18/11/2020

That sounds great, thank you! CC seems so supportive and it seems like they don't abandon you, haha



What kind of activities should I do at university to better my application for your firm?

For example should I focus on charity work or research projects etc.

Application Advice question asked by **Hannah W.** | 1 reply**Shoshi L.**Future Trainee, Clifford Chance
18/11/2020

Hey Hannah! Honestly, any type of activity will be valuable. Do things that you enjoy and that make you happy! There are transferable skills found in any type of activity.



What was your biggest takeaway from SPARK?

What was your biggest takeaway? Why would you recommend SPARK?

General question asked by **Nicole A.** | 4 replies**Syren S.**

18/11/2020

How should I best prepare for an assessment day?

**Oliver J.**Trainee Solicitor, Clifford Chance
18/11/2020

Biggest takeaway was how interlinked the firm is with the general corporate world - it is vital to understand this before coming to final TC interview, and this is something that the scheme really nurtures in you.

**Oliver J.**Trainee Solicitor, Clifford Chance
18/11/2020

As re: best preparing for an assessment day - make sure that you understand where the firm is going and why/what work we are currently doing. Think holistically about the market and why the firm's recent deals in the news etc. are as they are - there are trends and links you can make and talk about convincingly. It shows business acumen as well as an ability to think beyond the black and white text in BBC Business/FT etc.



Nicole A.
18/11/2020

Thank you, that's a really helpful answer!



What does the assessment day entail?

[Application Advice](#) question asked by **Surabhi A.** | 7 replies



Aasha T.
Graduate Recruitment Marketing Manager, Clifford Chance
18/11/2020

The assessment day will entail one 75 minute virtual interview with a commercial case study element. Thanks!



Surabhi A.
18/11/2020

Thank you!



Hania S.
18/11/2020

Hi! Thank you for this.

I was wondering if we have a rough idea about the commercial case study? Or are we expected to plan it out then?



Yasmina Kone
Graduate Recruitment Specialist, Clifford Chance
18/11/2020

Hi Hania - the commercial element of the interview will be given to you on the day of interview. You will then be given time to prepare ahead of your interview.



Hania S.
18/11/2020

Sounds fair! thank you again



Niharika G.
18/11/2020

Are there any samples available online for us to prepare for the case study element?

Aasha T.

Graduate Recruitment Marketing Manager, Clifford Chance



18/11/2020

Sound business awareness is key. I would visit our events hub and watch the sessions you have missed and sign up to as many of the remaining few to ensure you have all the advice you need to best prepare yourself.

careers.cliffordchance.com/london/what-w...



How should we set out our work experience (ie: in bullet point format or more detail) ?

I'm a first year Law student studying at LSE wanting to apply for SPARK.

General question asked by **Emily-Rose P.** | 4 replies

**Hania S.**

18/11/2020

H! Thank you for this webinar. I am currently in second year of my four year course in Brunel. I am planning to apply for SPARK. I wanted to know about 600 words, what exactly do you expect a student to tell you about their self?

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

Emily-Rose - either is fine. It's up to you!

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

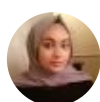
18/11/2020

Hania - we ask you to cover your greatest achievement, extra curricular activities and roles of responsibility. I recommend watching this video: www.youtube.com/watch?v=E_EK_NWTEsk&...

**Hania S.**

18/11/2020

Thank you Yasmina! I have watched that a video a few times now, it is actually very helpful! I would totally recommend it to anyone who hasn't watched it, too. Many thanks again!



Is there anything I can do to put myself in a good place to apply for vac schemes and training contracts in the future?

Hi, I am currently on a gap year due to unforeseen circumstances relating to the pandemic there is anything I could do this year that could be in a good place to apply for vac schemes and training contracts in the future? Does the firm offer anything in particular?

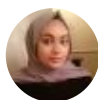
Application Advice question asked by **Rabia B.** | 2 replies

**Shoshi L.**

Future Trainee, Clifford Chance

18/11/2020

Hey Rabia! I think any experience you can gain would be helpful. I would also say, try to stay on top of general world news to be aware of things around you. Maybe also think about trying to complete some online courses, maybe try the commercial awareness competition by Aspiring Solicitors. Also, I would highly recommend checking out the Global Virtual Internship by CC. Here's the link: careers.cliffordchance.com/london/global...

**Rabia B.**

18/11/2020

Thank you for your response Shoshi, I will definitely take this on board!



Do you have any tips on what to include in an application form, to help us stand out?

Hello, my name is Holly and I'm a first year LLB Law student at the University of East Anglia.

Application Advice question asked by **Holly V.** | 8 replies

**Yasmin J.**

Trainee Solicitor, Clifford Chance

18/11/2020

Hi Holly! I would say the most important thing is to make sure your application is tailored. You shouldn't be able to lift out 'Clifford Chance' and replace it with any law firm. Specifically, you can mention events that you have gone to (like this one), name drop people you have spoken to (like me), and also speak about things that Clifford Chance has done that you have seen in the news and your research that has specifically stood out to you. Also, do not be afraid to include non-law experience. Waitressing can show resilience, tutoring can show entrepreneurial spirit and working on a shop can show team work skills.

**Holly V.**

18/11/2020

Thank you so much! i have a part time job as a super-market assistant, when applying how best would you suggest weaving these qualities into it. For example would it be better in its own section or just referencing throughout?

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

That's something you'll definitely talk about in the work experience section, and then you can decide whether you want to talk about this in your 600 words as well. It depends on what you're going to say about it!

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

I recommend watching this Impactful Applications video: www.youtube.com/watch?v=E_EK_NWTEsk&...

**Holly V.**

18/11/2020

Thank you!!! One last question. What would you say is your favourite element of working with Clifford Chance? I'd love to hear as many point of views as possible!

**Yasmin J.**

Trainee Solicitor, Clifford Chance

18/11/2020

The people! I honestly feel like my development is supported by all aspects of the firm (my supervisor, grad development and partners).

**Yasmin J.**

Trainee Solicitor, Clifford Chance

18/11/2020

That and you get to learn from market-leading lawyers, some who are literally industry bests.

**Holly V.**

18/11/2020

Thank you Yasmin!



How do we demonstrate our knowledge of the firm in our application?

Application Advice question asked by **Ananya B.** | 9 replies

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

In the work experience section! That's where you can really talk about CC and the events that you've attended with us via our Events Hub, and the Global Virtual Internships. The 600 words should just be about you.

careers.cliffordchance.com/london/global...

careers.cliffordchance.com/london/what-w...

**Hania S.**

18/11/2020

I was wondering if you want great details of every event we have attended or mentioning is enough? and do you look for events we have attended other than CC too?

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

I would do one section for Clifford Chance and talk about your key take aways from our events. I'd then do another section for events you have attended with other firms.

**Hania S.**

18/11/2020

Makes sense! That was helpful. If there was a word limit for the events, what would you say would it be roughly be for us to tell about each event we attend?

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

That's completely up to you - there's no word limit, you just need to be concise and also get your point across.

**Ananya B.**

18/11/2020

Thank you that's super useful!! I also wanted to check - I've been following CC's quarterly reports for a while now and wanted to highlight my reasons for wanting to join the SPARK program while also demonstrating commercial awareness and, in particular, knowledge about CC. Where would be the best place to do so?

**Hania S.**

18/11/2020

Thank you Yasmina, that was extremely helpful!

**Oliver J.**

Trainee Solicitor, Clifford Chance

18/11/2020

Ananya - best place to demonstrate it is in the work experience section - I would recommend doing the global virtual internship and discussing this in that section rather than eating up your 600 words with that

**Ananya B.**

18/11/2020

Thanks for your advice Oliver! Will definitely do the global virtual internship :) Sounds amazing



What do you think makes a LinkedIn profile stand out?

This is especially considering that we are not supposed to be adding a CV onto our application.

[Application Advice](#) question asked by **Eduardo R.** | 1 reply

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

LinkedIn is a great way to network. As a first year, make sure that you're including your experiences and roles as part of societies, for example, or any voluntary work that you might have done. You can also include virtual internships, as you'll often receive certifications from them.



How do I make my application stand out?

Hello I am Noon Khalil I am a first year LLB student at London School of Economics. I am very excited to apply for SPARK

Application Advice question asked by **Noon K.** | 2 replies



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

That's up to you to decide! How do you stand out? What is your unique selling point? What experiences have you had that make you interesting? I recommend watching our impactful applications video, which you can find here:

careers.cliffordchance.com/london/what-w...



Noon K.

18/11/2020

Thank you so much



What has been the most challenging task/project you've worked on as a trainee?

Life at the Company question asked by **Nicole A.** | 3 replies



Oliver J.

Trainee Solicitor, Clifford Chance

18/11/2020

This is difficult as it depends entirely on what you define as challenging - depending on where you are in your TC different things are challenging. Be that getting accustomed to the working life, or managing a sometimes very long to-do list. An example of a challenge I am currently facing is juggling four different matters simultaneously. For the past week my hours have been quite long and there is constantly more things to be done, and to a tight deadline - the challenge is to remain calm, organised, and efficient in your work. A top tip I received from my supervisor was to always think about everything you submit as if it is not going to be checked and sent to the client immediately. Though this would never happen as a trainee, it is a great habit to develop, and certainly a challenge I am facing when juggling a lot of work! I hope this helped!



Nicole A.

18/11/2020

Yes! This is a great insight. I wasn't aware that you actually work on up to 4 different matters at once. Although it sounds really tough, it must be extremely stimulating! There seems to be a massive overlap between the challenges you face at work and the ones I currently face at uni. Would you say that you gained anything from your uni experience that prepared you for a TC particularly?

Oliver J.

Trainee Solicitor, Clifford Chance



18/11/2020

Sometimes you can be working on way more than 4 - it just depends because often there are matters that go quiet before having an upswing! I would say that they are very different (uni and work), but the challenges of having to work hard at something until you can produce a piece of work which is of a high standard is the same. The stakes are slightly higher at work though, however. Every experience I have had - be that in work experience, or university/school before this job has helped prepare me for the day to day realities of being a trainee! Hope this helped.



How personal should our 600 word introductions be? Should we discuss our past achievements, or future goals instead?

Application Advice question asked by **András S.** | 2 replies

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

The 600 words should be focused on you - we want to hear about your greatest achievements, roles of responsibility and extra curricular responsibilities. Given this, I'd focus on your existing achievements for the most part.

**András S.**

18/11/2020

Thank you, Yasmina!



Is there a threshold mark that must be reached for the Watson Glaser to get called for the assessment

days?

Application Advice question asked by **Caitlin M.** | 1 reply

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

You must pass the Watson Glaser test in order to reach application review, but I'm afraid that we do not publicly share the pass mark. My advice for the Watson Glaser is practice, practice, practice!! It is just about learning how to answer the questions. We have a practice link on our website: careers.cliffordchance.com/london/join-u...



What attracted you to Clifford Chance, and how did you prepare for an AC?

Hi, I am a first year LLB student at Leeds.

General question asked by **Jocelyn Yi Kwan K.** | 1 reply



LeRon H.

Future Trainee, Clifford Chance

18/11/2020

Hi, I was attracted to CC for a few reasons, but the first year SPARK scheme was definitely a strong factor as it allows you to secure the TC relatively early on. I found commercial awareness to be key for me, so resources like Finimize and the FT were great for this. Also just generally keeping up with Clifford Chance deals helped me to understand how we operate within the legal world and different jurisdictions.



What are the best things to focus on while doing the case study exercise?

General question asked by **Surabhi A.** | 5 replies



Yasmin J.

Trainee Solicitor, Clifford Chance

18/11/2020

I used the PESTLE structure, so: Political, Environmental, Social, Technological, Legal, Economic factors when looking at possible things to take into account.



Yasmin J.

Trainee Solicitor, Clifford Chance

18/11/2020

I found it really helpful to be able to organise my thoughts.



Surabhi A.

18/11/2020

Thank you Yasmin. Was the interview solely about discussing the case study?



Oliver J.

Trainee Solicitor, Clifford Chance

18/11/2020

It is split between a case study and competence



Surabhi A.

18/11/2020

Thank you, Ollie



What advice can you give on how to be successful in SPARK scheme in order to secure the training contract in year one?

Hi my name is Gabriel, I am currently a law student at King's College London

General question asked by **Gabriel T.** | 2 replies



Oliver J.

Trainee Solicitor, Clifford Chance

18/11/2020

For the application - stand out by selling your own experiences and personality - everyone has something different to bring to the table and it need not be what is typically perceived as needed in a law firm application. For example, I spent most of my interview talking about my work experience as a paper boy and lifeguard, rather than discussing minor high street law firm experience I had!

Once on the scheme - try and listen and absorb as much information as possible. The amount of knowledge acquired in my week was startling, and actually helped me on the LPC and now still helps me at work!



Gabriel T.

18/11/2020

Thanks Oliver that's really helpful!



For Grad recruitment: what is the reason behind having both a vac scheme and SPARK?

I.e. what does the firm gain by having these two different schemes?

General question asked by **Seal L.** | 4 replies



Aasha T.

Graduate Recruitment Marketing Manager, Clifford Chance

18/11/2020

We are only hosting the SPARK scheme - we no longer offer a vacation scheme. Thanks!



Seal L.

18/11/2020

Thank you!



Seal L.

18/11/2020

If I could ask another question: will I be at a disadvantage coming from a non-law background, not just for SPARK scheme but also in TC applications? I understand that TC interviews require case study analysis so was wondering

if any significant legal knowledge is required?



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

Not at all! Our intake is equally split between law and non-law students, so you're not at a disadvantage at all. There are plenty of ways to show your interest in the law beyond studying it.



What sort of experiences and traits do the recruiters look for in applicants?

[General](#) question asked by **Noon K.** | 1 reply



Aasha T.

Graduate Recruitment Marketing Manager, Clifford Chance

18/11/2020

We are looking for individuals with drive, passion, creativity, resilience. There are obvious qualities around team work and communication but the application is designed so that you can tell us about your own unique qualities and give us examples of when you have really pushed yourself to reach a goal/target. It is important that we get a feel for what really matters to you and what drives you. Good luck!



What are your top tips for interviews at Clifford Chance?

[Application Advice](#) question asked by **Obed B.** | 1 reply



Shoshi L.

Future Trainee, Clifford Chance

18/11/2020

Hey Obed! I think the top tips are all focused on preparation. REALLY think about why you are interested in the firm, why you are the right fit. Really reflect on your experiences. Think about your strengths & weaknesses, and be okay with not knowing everything. There will be questions that you simply do not have an answer for, and that is ok. In those situations, the interviewer will be looking at your reaction and how you handle the unknown. Also, I would say, be yourself, always be authentic to who you are. You want to work with a firm that wants you for you! Good luck! :)



Would the virtual internship program support my application?

Application Advice question asked by **Mohammad B.** | 2 replies**Yasmin J.**Trainee Solicitor, Clifford Chance
18/11/2020

All experience benefits an application - both non-law and law!

**Yasmin J.**Trainee Solicitor, Clifford Chance
18/11/2020

The program will be a great way to demonstrate your interest and engagement.

***How similar is the practice WG on the 'How we Hire' page to the real thing?*****General** question asked by **Tate S.** | 3 replies**Abbie J.**

18/11/2020

I just took and passed the Watson Glaser for this year's SPARK. I did that practice test and i would say that the format is. very similar. You have the same sections like evaluation of arguments, etc.

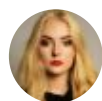
**Tate S.**

18/11/2020

Brilliant thank you! So same intensity etc?

**Aasha T.**Graduate Recruitment Marketing Manager, Clifford Chance
18/11/2020

I would recommend practising as much as possible in various places so that you get used to the format and feel comfortable with the style of questioning. The tests are there to familiarise you with the format. The better you get at it the more likely you are to do well in the real thing.

***How to prepare for a Watson Glaser Test and what tips can you give?***

I would like to apply for the SPARK programme, however, I want to prepare myself for the Watson Glaser Test first. Do you know any websites or books that can help me prepare for the test? Also, do you have any tips on how to pass the Watson Glaser Test?

Application Advice question asked by **Victoria G.** | 1 reply

**Shoshi L.**

Future Trainee, Clifford Chance

18/11/2020

Hey Victoria! I think the thing with the Watson Glaser is PRACTICE and don't overthink it. Also, make sure to ask your university, they may have some practice tests available. Here is the link to the CC Practice test :

careers.cliffordchance.com/middleeast/yo...



Can you describe the firms culture to me in 10 words?

Life at the Company question asked by **Robyn S.** | 4 replies

**Robyn S.**

18/11/2020

Also, CC puts much emphasis on the individual but if you had to describe the ideal candidates' characteristics for a commercially focused firm such as CC, how would you?

**Yasmin J.**

Trainee Solicitor, Clifford Chance

18/11/2020

I would say that this is very personal to each candidate. I would make sure to engage in the opportunities offered and really decide this for yourself. However, for me huge parts of the firms culture is its innovation in its work but also the people. They are not just looking for one type of person, and I think it is the diversity and truly international element of the firm's workforce that reflects its culture.

**Yasmin J.**

Trainee Solicitor, Clifford Chance

18/11/2020

I do not think there is an ideal candidate and that's what makes this firm so great to work at!

**Robyn S.**

18/11/2020

Thank you,
Yasmin, that's great to hear! :)



Do you think the university that you went to will affect your chances of getting into the firm?

General question asked by **Zahra J.** | 3 replies

Aasha T.



Graduate Recruitment Marketing Manager, Clifford Chance
18/11/2020

Absolutely not! We recruit from all Universities. Good luck!



Zahra J.
18/11/2020

Thank you!! I was feeling worried as I am not attending a Russel Group university and was told RG unis were favoured !



Rabia B.
18/11/2020

Hi Zahra, I was doing some research of my own and I believe there are some CV blind interviews available which removes the element of any unconscious bias.



What has been the most enjoyable and most challenging part of the SPARK scheme?

General question asked by **Jas S.** | 4 replies



LeRon H.
Future Trainee, Clifford Chance
18/11/2020

For me, I would say the most enjoyable part of the scheme was probably the trip to Brussels. Experiencing the culture of one of our international offices was great for me as a student to understand the true global reach of CC, whilst also comparing the international legal culture to London. As for the most challenging, I would say the adaptation to real world commercial practice, as opposed to legal research during uni.



Jas S.
18/11/2020

Thanks LeRon. How did the LPC compare to university level education? Was it more/less challenging and intense?



LeRon H.
Future Trainee, Clifford Chance
18/11/2020

Hi, I haven't completed the LPC yet, but hopefully it's not too intense!



Jas S.
18/11/2020

Thank you and hope it goes well for you!



What advice do you have to make the most of my application?

Hello, I am a law student at Durham University

[Application Advice](#) question asked by **Ellie S.** | 7 replies



Yasmin J.

Trainee Solicitor, Clifford Chance

18/11/2020

Hi Ellie



Ellie S.

18/11/2020

Hi Yasmin!



Yasmin J.

Trainee Solicitor, Clifford Chance

18/11/2020

I would say that it is important to make your application as tailored as possible. Tailored to the firm (you should not be writing so generic that you could put in the name of any firm into your application) and also tailored to you (try to genuinely say why you are looking into law, why it interests you and what experience you have).



Ellie S.

18/11/2020

Thank you! I'm a first year so I want to apply for the Spark scheme, but I am a little unsure on what the application process entails?



Ellie S.

18/11/2020

Also, with Covid-19 work experience and extracurricular activities have been extremely difficult to undertake, so how do you think that I could make myself stand out?



Aasha T.

Graduate Recruitment Marketing Manager, Clifford Chance

18/11/2020

Hi Ellie, to apply please visit our website and submit your application. You will then be asked to complete the Watson Glaser test and if you pass your application will be screened. We then rank all the applications and we will invite through the strongest applicants through to assessment day in January. The assessment consists of a 75 minute virtual interview with a commercial case study exercise. Hope this helps!



Ellie S.

18/11/2020

Thank you Aasha!



How has the economic upheaval of Covid impacted the nature of your work in different seats?

I'd like to know how the nature of the work has changed following Covid. It would be really insightful to know whether CC's strategy has changed in order to maximise success during Covid.

General question asked by **Nicole A.** | 10 replies



Yasmin J.

Trainee Solicitor, Clifford Chance
18/11/2020

Hi Nicole!



Yasmin J.

Trainee Solicitor, Clifford Chance
18/11/2020

I started my TC in August so was nearing the end of the lockdown phase.



Nicole A.

18/11/2020

Hi Yasmin, I can't imagine what its like beginning a TC during such a shift in the economy. Did the nature of your work in your seats change due to the economic changes brought about by Covid?



Yasmin J.

Trainee Solicitor, Clifford Chance
18/11/2020

I was really impressed by how quickly the firm pivoted and moved to home working. They managed to work on (and complete) some really huge deals and projects. I am in SABRE currently, and they actually experienced some of the busiest periods during covid. I think the benefits of having such an international firm with different sector experience is that risk is spread during events such as a global pandemic.



Yasmin J.

Trainee Solicitor, Clifford Chance
18/11/2020

Honestly, although it is a shame to miss out the social aspects I do not think it has affected the quality of work that I receive. The partners are very aware of the changed trainee experience and are genuinely open to feedback to make it as best as possible for our professional development.



Yasmin J.

Trainee Solicitor, Clifford Chance
18/11/2020

Times are unprecedented at the moment but it really highlighted not only how agile the firm is but also how much the partners actually care about the people that work at CC - future trainees included!



Nicole A.

18/11/2020

That's great to hear that they've managed to adapt really quickly and seem to put a focus on trainees, its certainly something that I look for in a firm. I'm not actually aware of SABRE, could you explain a bit about it?

**Yasmin J.**Trainee Solicitor, Clifford Chance
18/11/2020

I really have been impressed, their interest in you professional career and development really is genuine!

**Yasmin J.**Trainee Solicitor, Clifford Chance
18/11/2020

SABRE is a financial seat with a funky name but which basically stands for Structured, Asset Backed Real Estate Finance

**Yasmin J.**Trainee Solicitor, Clifford Chance
18/11/2020

So any time anyone needs to get money to build or needs to do some complicated bank loans they will come to us!



I wanted to know about 600 words, what exactly do you expect a student to tell you about their self?

Hi! Thank you for this webinar. I am currently in second year of my four year course in Brunel. I am planning to apply for SPARK

[Application Advice](#) question asked by **Hania S.** | 2 replies

**Aasha T.**Graduate Recruitment Marketing Manager, Clifford Chance
18/11/2020

The 600 words is your opportunity to really tell us about yourself, what drives and motivates you and give us an insight in to what you have been able to achieve. It needs to focus on you and your contribution. Hope this helps! Good luck!

**Hania S.**

18/11/2020

That definitely helps! Thank you very much. Just a quick follow up question how does CC differentiate between the applications, what are the qualities they are most interested in from an applicant and accept those over others?



Where would be the best place to include why CC, why commercial law?

[Application Advice](#) question asked by **Surabhi A.** | 2 replies

Aasha T.

Graduate Recruitment Marketing Manager, Clifford Chance



18/11/2020

We don't ask you to answer this question on the application form because we have designed it to focus on you and your strength and capabilities. You do still need to prepare to answer this in interview but the application is all about you. Thanks and good luck!

**Surabhi A.**

18/11/2020

Thank you for your answer!



Would it be of any advantage for us to attach our CV to the SPARK application instead of filling it in manually?

[Application Advice](#) question asked by **Mithila H.** | 2 replies

**Aasha T.**

Graduate Recruitment Marketing Manager, Clifford Chance

18/11/2020

We do not ask you to upload any documents - only complete the application form. Thanks!

**Mithila H.**

18/11/2020

Thank you!



What did you get to do in the Corporate and Employment Litigation departments?

[General](#) question asked by **Tate S.** | 5 replies

**LeRon H.**

Future Trainee, Clifford Chance

18/11/2020

Hi Tate, thanks for your question. Firstly in the Corporate team, I was able to shadow an associate and assist on a current company acquisition, which included draft share purchase agreements, as well as familiarity with the takeover code (including other due diligence). In employment litigation, I was able to draft updates to an employment insurance contract for a fictional employee.

**Tate S.**

18/11/2020

Amazing, thank you!

**Tate S.**

18/11/2020

Did you get to choose these areas?

**LeRon H.**

Future Trainee, Clifford Chance

18/11/2020

Yes, before the scheme you're given a preference, but these aren't guaranteed.

**Tate S.**

18/11/2020

Thank you!



How did the SPARK program impact you? What did you gain from it, and how did it shape your decisions in the future?

General question asked by **Ananya B.** | 1 reply

**Shoshi L.**

Future Trainee, Clifford Chance

18/11/2020

Hey Ananya! The SPARK program allowed me to decide if I wanted to commit to a career in Commercial law. I gained such a wide range of things, from actual practical and theoretical knowledge to confidence that commercial law and Clifford Chance are for me.



What are the main values that the firm is looking for in candidates applying for the SPARK scheme?

Application Advice question asked by **Sheena S.** | 2 replies

**Yasmin J.**

Trainee Solicitor, Clifford Chance

18/11/2020

There really is not just one set answer for this as CC actively looks to hire a range of people and not just one type of lawyer! However, for SPARK it is good to demonstrate things such as an eagerness to learn to really indicate that you are going to make the most of the opportunity and a general interest in the commercial world (even if you do not know much about it at this early stage).

**Sheena S.**

18/11/2020

Thank you, Yasmin! what was really helpful. Do you have any particular sites that I can do the Watson Glaser test on? I have already done the one on the Clifford chance website but I wanted to attempt a range of them. Also, I have recently started doing the virtual internship offered by Clifford chance, do you think it would be good to include in my personal statement?



Should I focus more on the work experience or extra-curriculum activities when writing the 600 words personal statement?

Hi, I am in my foundation year of a 4 year LLB degree programme. Which year would be best to apply for SPARK Scheme? I have 13 years of work experience, should I focus more on the work experience or extra -curriculum activities when writing the 600 words personal statement?

[Application Advice](#) question asked by **Ashley M.** | 2 replies

**LeRon H.**

Future Trainee, Clifford Chance

18/11/2020

Hi, second year students of a 4 year course are eligible for SPARK - I would talk about both work experience and the extracurricular activities within the 600 words.

**Ashley M.**

18/11/2020

That's very helpful, Thanks, Leron



Any tips to stand out in my SPARK application?

[Application Advice](#) question asked by **Anaya K.** | 2 replies

**Yasmin J.**

Trainee Solicitor, Clifford Chance

18/11/2020

Hi Anaya!

**Yasmin J.**

Trainee Solicitor, Clifford Chance

18/11/2020

Make sure that you really think specifically for you why law and why CC - the answer will be different for everyone and the genuineness of your answers will be what makes your application stand out.



Is there a minimum passing mark for the Watson Glaser Test?

Application Advice question asked by **Surabhi A.** | 1 reply



LeRon H.

Future Trainee, Clifford Chance

18/11/2020

Hi, There isn't a specific minimum year on year, we advise to practice as much as possible to ensure you perform as well as you can within your cohort. We have a practice test for you to prepare with here:

careers.cliffordchance.com/middleeast/yo...



How should I best prepare for an assessment day? What exactly does it entail

Application Advice question asked by **Syren S.** | 1 reply



Aasha T.

Graduate Recruitment Marketing Manager, Clifford Chance

18/11/2020

The assessment day consists of a 75 minute interview with a commercial exercise element. Thanks



What benefits have you seen by investing more time and resources into your SPARK program?

General question asked by **Ananya B.** | 1 reply



Aasha T.

Graduate Recruitment Marketing Manager, Clifford Chance

18/11/2020

We have seen the SPARK scheme go from strength to strength and we have seen that candidates are eager to accept their training contract offers at the end of their first year so they have job security and can concentrate on enjoying their degrees. It has been massively successful for us.



Is the work experience portion of the application specific for legal work experience or any work experience?

Application Advice question asked by **Charlotte I.** | 2 replies



Charlotte I.
18/11/2020

Also, what would you say you have found to be the firm's core values from first hand experience?



Oliver J.
Trainee Solicitor, Clifford Chance
18/11/2020

Any work experience is relevant and the core values are Ambition, Excellence, Achievement, Progress, Collaboration, Learning, Equality, Fairness



Why did you accept your TC?

Why did you pick Clifford Chance over other firms? Aside from the culture, which may be the most significant element, was there anything about CC's strategy, practice areas or opportunities offered that made a TC here most attractive?

General question asked by **Nicole A.** | 3 replies



LeRon H.
Future Trainee, Clifford Chance
18/11/2020

Hi, thanks for your question. I accepted my TC because I believed that CC was the right place for me to start my career. I really enjoyed my scheme, and knew that CC was top tier for the legal practices I wanted to work in.



LeRon H.
Future Trainee, Clifford Chance
18/11/2020

LIFT was also a factor in this, you can have a look at our video here www.youtube.com/watch?v=DR5wWGEuQIU - a 6 week internship at a client or in house, which allows future trainees to upskill themselves before starting at the firm.



Nicole A.
18/11/2020

Thank you for responding, that's really great to hear!



If you are a non law student and receive the offer for a training contract, what course should you do after BSc?

[Career Choices](#) question asked by **Joshua T.** | 1 reply



LeRon H.

Future Trainee, Clifford Chance

18/11/2020

Hi Josh, Non-Law students study currently the GDL after their Bsc, although this may be subject to change when the SQE is introduced.



What is your favourite thing about working for Clifford Chance?

[Life at the Company](#) question asked by **Ella Z.** | 2 replies



Yasmin J.

Trainee Solicitor, Clifford Chance

18/11/2020

Hi Ella!

What I like best is the fact that I am challenged on a daily basis, and working on some market leading deals but still with the support to fall back on that the firm provides (great training days, my supervisor and the grad development team itself).



Ella Z.

18/11/2020

That sounds great Yasmin, thank you!



In applying to SPARK and later roles in the firm, is a non law background valued (extra expertise or disadvantage)?

I study PPE, which arguably has many transferable skills!

[Application Advice](#) question asked by **Louis V.** | 1 reply



LeRon H.

Future Trainee, Clifford Chance

18/11/2020

There's certainly no disadvantage in applying with a non law degree, if anything it would allow you to contribute your own experiences which would help you stand out. Around 50% of trainees didn't study law, which shows that we value the

non-legal background just as much as the legal!



What would you suggest for the Watson Glaser test?

Application Advice question asked by **Hania S.** | 2 replies



LeRon H.

Future Trainee, Clifford Chance
18/11/2020

As much practice as possible, we have a practice test here: careers.cliffordchance.com/middleeast/yo...



Hania S.

18/11/2020

Thank you Leron!



Do you choose students from specific universities?

Application Advice question asked by **Leah V.** | 1 reply



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance
18/11/2020

No we don't - in fact, we encourage applications from all universities! In addition to that, one of the reasons we created our Global Virtual Internships is to democratise access to opportunities and make sure that everyone - regardless of background, location or university - has access to meaningful work experience.



I am studying History at university and not Law. Do you have any advice to show that I am interested in a career in law?

Application Advice question asked by **Lucy E.** | 2 replies



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance
18/11/2020

Attending events with us via our Events Hub, completing our Global Virtual Internships, being part of the law society at university, getting involved in commercial awareness societies, etc. There are tonnes of way you can demonstrate your interest!



Lucy E.
18/11/2020

Thanks so much. That is all really helpful



SPARK or Summer Vacation Scheme?

Good afternoon, my name is Esinam. I'm a Canadian law student currently studying in the UK. I already have a Bachelors Degree and previous work experience. Therefore, I am doing an accelerated LLB program that is two years. Can I apply to SPARK? or would a vacation scheme be a better option for someone like me?

[Application Advice](#) question asked by **Esinam A.** | 3 replies



Esinam A.
18/11/2020

Such as ACCESS?



Esinam A.
18/11/2020

Thanks Yasmina for answering this already :)



Yasmina Kone
Graduate Recruitment Specialist, Clifford Chance
18/11/2020

Glad my answer was helpful Esinam!



I'm applying to the SPARK scheme and am interested in the IGNITE TC, should I mention this in my application?

Most of my work experience is in tech

[Application Advice](#) question asked by **Ananya K.** | 2 replies



Ananya K.
18/11/2020

Or should I keep the application focused on past achievements?

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

Hi Ananya - absolutely. And I recommend watching this event: cciplayer.mediasite.com/Mediasite/Play/a...

What do you love the most about working for Clifford Chance and the firm's culture?

Life at the Company question asked by **Gergely B.** | 2 replies**Yasmin J.**

Trainee Solicitor, Clifford Chance

18/11/2020

What I like best is the fact that I am challenged on a daily basis, and working on some market leading deals but still with the support to fall back on that the firm provides (great training days, my supervisor and the grad development team itself).

**Yasmin J.**

Trainee Solicitor, Clifford Chance

18/11/2020

Linking to that, the people at CC make up a huge part of the firm's culture for me. They are not just looking for one 'type' of trainee and actively reach out to get a huge range of people - in the end of the day a more diverse workforce means better problem-solving and work output.



Will having no working experience disadvantage me in comparison to the other students?

Hi, I was wondering whether no work experience will disadvantage me in comparison to the other students. And since I have no work experience, what should I include in the "Work Experience" tab regarding the SPARK application? Could I for example mention some events that I have attended?

Application Advice question asked by **Vladimira S.** | 4 replies**Shoshi L.**

Future Trainee, Clifford Chance

18/11/2020

Hey Vladimira! Not having work experience does not disadvantage you but it would be great to talk about maybe any voluntary positions/ societies and any extracurricular activities that you have participated in. Good luck! :)

**Vladimira S.**

18/11/2020

Thank you! I have one voluntary position, namely note taker at university's legal advice centre, however, it does not start until late January, and without that, I really have nothing else to mention. I come from a quite different school system where there are not so many opportunities as in England, and that makes it quite harder for me. Is there something else, different, you would advise to me write about to, in a way, catch up on the lacking work experience/voluntary positions?



Aasha T.

Graduate Recruitment Marketing Manager, Clifford Chance

18/11/2020

It will be important that you are able to get across that you have the skills and qualities that align with the role you are applying for it doesn't necessarily need to come across in your work experience you can just get it across to us in the 600 words.



Vladimira S.

18/11/2020

Great, thank you! :)



What advice would you give to mature applicants please?

Could I include details about my extensive work experience and achievements in the SPARK application question like extra-curricular activities or would you prefer I focus on university related activity please?

Is there anyone in particular you'd recommend getting in touch with to learn more about how a mature applicant has successfully progressed at Clifford Chance, e.g. a career changer?

Application Advice question asked by **Jas S.** | 2 replies



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

SPARK is open to candidates in their first year of university, or second year of a four-year course. If you are a graduate career changer applying to CC you'll need to apply for the direct Training Contract. Some advice on what we look for in applications is in the following link, but if you are a career changer I definitely think you ought to include that experience, what you have learnt, and why you have decided to switch to law. www.youtube.com/watch?v=E_EK_NWTEsk&...



Jas S.

18/11/2020

Thanks Yasmina - I am a first year but a mature student with extensive experience so have spoken to Laura about SPARK. Was just keen to know whether you'd be interested in hearing about my experience in the application. Thank you.



In the work experience section of the application, can we put volunteering roles rather than more

formal experiences?

Would it be better to talk about my volunteering roles at school, e.g hockey coach, head girl, etc. in the work experience section or would that be better placed in the 600 word section about my positions of responsibilities and extra-curriculars? Thank you.

Application Advice question asked by **Toluwa A.** | 1 reply



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

That's completely up to you! Have a think about what is most important to include in those 600 words, and then the rest can go in work experience. I recommend watching this video for guidance: www.youtube.com/watch?v=E_EK_NWTEsk&...



If we have many work experiences, would you encourage us to put every one down or only select a few relevant ones?

Application Advice question asked by **Joseph K.** | 2 replies



Oliver J.

Trainee Solicitor, Clifford Chance

18/11/2020

Anything you think is relevant - but this need not be legal



Shoshi L.

Future Trainee, Clifford Chance

18/11/2020

Hey Joseph, Great question. I think it should be a combination of the two. If you have a wide range of experience you should show that, but make sure that you think about what that has taught you, and what transferable skills it represents.



What has your experience of the scheme been like and what was the application process like?

General question asked by **Muhammed P.** | 2 replies



LeRon H.

Future Trainee, Clifford Chance

18/11/2020

Hi, Muhammed thanks for your question. I really enjoyed the SPARK scheme, and found it a great way to experience work at CC within quite a short space of time. I was also able to work in departments which I felt were most suited to my future ambitions which I found insightful.



Muhammed P.

18/11/2020

Thank you.



Do you advise linking the firm's culture or our motivations for applying into our 600 word statement?

Or should our paragraph just focus on our achievements and extra-curricular etc?

Thank you!

[Application Advice](#) question asked by **Yalda G.** | 1 reply



Oliver J.

Trainee Solicitor, Clifford Chance

18/11/2020

Focus on your achievements and extra-curricular!



I am a 2nd Year Economics student studying at Coventry university, would I be able to get onto the spark scheme?

[Application Advice](#) question asked by **Samuel A.** | 3 replies



Oliver J.

Trainee Solicitor, Clifford Chance

18/11/2020

If a second year student of a four year course, yes. If not, no.



Samuel A.

18/11/2020

So a 3 year course with 1 year placement would make me eligible?



Oliver J.

Trainee Solicitor, Clifford Chance

18/11/2020

If second year of a four year course then you are eligible, yes



What support does CC offer to future trainees whilst at uni/completing the LPC?

What opportunities were available to you before you start/started work at the firm? Were you kept in contact with, were you offered any additional training (aside from LIFT)?

[Life at the Company](#) question asked by **Nicole A.** | 2 replies



Oliver J.

Trainee Solicitor, Clifford Chance
18/11/2020

Every offer holder gets a trainee buddy they can contact, as well as constant invitations back to the firm for personal development and growth. There is a lot of contact from the firm, and the recruitment team make it clear that you can contact them whenever (following your offer) with any questions

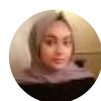


Nicole A.

18/11/2020

too!

That's really nice to know and seems especially important during this era of working distanced from everyone



How is diversity inclusion practised within the firm?

Once you start work at the firm, what does diversity inclusion look like? I have gained a real insight into the firm's innovative ways in attracting diverse individuals to apply, however, how does this follow on if/when training contracts commence?

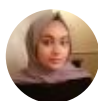
[Life at the Company](#) question asked by **Rabia B.** | 4 replies



Oliver J.

Trainee Solicitor, Clifford Chance
18/11/2020

Hey! I am coming in for D&I as regards LGBT+ work the firm does and my colleague, Yasmina is going to talk about gender parity and our race equality work. The firm is genuinely committed to creating a safe space for every person that is employed at the firm, regardless of their background, race, sexuality, religion, and gender, in a refreshing way. Once at the firm, the commitment is genuinely felt, with podcasts from different D&I networks at the firm, learning seminars on important topics, as well as socials within the D&I groups. The firm is also committed to work externally and to create a better place beyond our offices - once example will be our public plea for the UK Government to review the GRA - a joint effort between ACCELERATE (our gender parity network) and ARCUS (LGBT+ network)



Rabia B.

18/11/2020

Thank you so much for this Oliver! The firm is clearly doing a lot in regards to D&I! This response was refreshing to read.

Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance

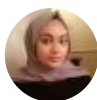


18/11/2020

There's lots of amazing work that we are doing as part of our Accelerate>>> and REACH networks. In fact, we have run two events on these! I really recommend watching them as they will give you a great insight, way beyond what I could fit in a chat box!

Accelerate>>> ccplayer.mediasite.com/Mediasite/Play/5...

REACH ccplayer.mediasite.com/Mediasite/Play/5...

**Rabia B.**

18/11/2020

This is brilliant, I'm looking forward to engaging with these. Thank you Yasmina!



Given the SPARK application only entails the 600 word Statement about us, should we talk about CC there or not?

Hi! With most Open Days and Vac Schemes Applications, there is at least one section in the application where you have to talk about why the firm.

Application Advice question asked by **Amalia A.** | 2 replies

**Oliver J.**

Trainee Solicitor, Clifford Chance

18/11/2020

Not in that no - talk about it in the work experience section if you have attended relevant events etc. at the firm.

**Amalia A.**

18/11/2020

Thank you!



How do you recommend we show our enthusiasm for Clifford Chance in the written application?

There isn't a "Why CC" question on the application.

Application Advice question asked by **Masuma K.** | 2 replies

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

Through the work experience section, when you talk about the events that you have been to with us. I recommend watching this video for further advice: www.youtube.com/watch?v=E_EK_NWTEsk&...

**Masuma K.**

18/11/2020

Thank you so much!



What made you choose to pursue commercial law over other strands of law?

Any stand-out points or influencing factors? What benefits do you think commercial law provides that other areas of law do not?

[Career Choices](#) question asked by **Olivia T.** | 1 reply

**LeRon H.**

Future Trainee, Clifford Chance

18/11/2020

Hi Olivia, I think each individual will have their own personal reasons for pursuing commercial law, but for me I enjoyed the overlap between business and law, and how client focused commercial law is.



What do you think stood out most about your application to SPARK?

[General](#) question asked by **Mithila H.** | 3 replies

**LeRon H.**

Future Trainee, Clifford Chance

18/11/2020

Hi, I wouldn't focus on what makes anyone "stand out", as everyone's own experience and skillset is unique - which means that what they can offer will be very subjective to themselves. I would make sure to be as transparent and conclusive with your answers as possible, to convey what makes you different for yourself.

**Mithila H.**

18/11/2020

Thank you LeRon! I just had another question following that; as CC is very much an international firm would mentioning language skills be a good option as the next SPARK programme is most likely to be virtual and we would have fewer chances to use any of our other languages in practice?

**LeRon H.**

Future Trainee, Clifford Chance

18/11/2020

Yes certainly!



Are we supposed to include our module grades for first year on the education section of the application form?

On the Clifford Chance careers website, there is a section on the 'online application form', it states you should include all module grades for all years of study (I'm a second year philosophy student on a four year degree). I only saw this on going to complete the watson glaser test after submitting my application and was wondering how to amend this if it is applicable to SPARK applications.

Sorry for the technical Q, any advice is much appreciated!

[Application Advice](#) question asked by **Broghan W.** | 3 replies



Aasha T.

Graduate Recruitment Marketing Manager, Clifford Chance
18/11/2020

Hello Brogan, please email in to us your modular grades if you missed them off the application form to graduate.recruitment@cliffordchance.com as you cannot amend the form. Thanks



Aasha T.

Graduate Recruitment Marketing Manager, Clifford Chance
18/11/2020

Just an fyi that it would only be if you have missed off grades accidentally that we would allow you to email additional information in! Thanks!



Broghan W.

18/11/2020

Okay, will do, thank you Aasha!



What activities take place on the assessment days? What kind of skills do we have to show to stand out?

Hi, I am a first year student at Queen Mary university of London. I am currently studying LLB law

[Application Advice](#) question asked by **Hussein S.** | 2 replies



Shoshi L.

Future Trainee, Clifford Chance
18/11/2020

Hey Hussein. I'm also QMUL, yay! The assessment day is a combined case study and competency based interview. I think in terms of skills, you should try to focus on understanding your strengths, your weaknesses, and how to develop and grow!



Hussein S.

18/11/2020

Thank you.



When is the assessment day for SPARK? Would it be virtually held due to the lockdown?

General question asked by **Anaya K.** | 2 replies



Aasha T.

Graduate Recruitment Marketing Manager, Clifford Chance
18/11/2020

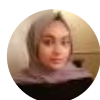
Hi Anaya, the assessment days will be in January you can find more info here: careers.cliffordchance.com/london/what-w...



Aasha T.

Graduate Recruitment Marketing Manager, Clifford Chance
18/11/2020

And they will be held virtually. Thanks!



What is the best way to prepare for assessment days?

What did you personally do to prepare?

Application Advice question asked by **Rabia B.** | 2 replies



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance
18/11/2020

Hi Rabia - there have been a couple of other questions to this one in the chat already which I recommend reading, as there were some great suggestions! :)



Rabia B.

18/11/2020

Thanks for your response Yasmina, I have caught myself up with these.



How many spaces available will there be this year for SPARK?

Hi, my name is Sofia, I am a first year student at UEA and I really want to apply for this scheme.

General question asked by **Sofia B.** | 2 replies



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance
18/11/2020

Typically there are 60 places per year. Good luck!



Sofia B.

18/11/2020

Thank you Yasmina



What sorts of tasks do trainees typically get involved in at CC?

Life at the Company question asked by **Jas S.** | 4 replies



Yasmin J.

Trainee Solicitor, Clifford Chance
18/11/2020

Hi Jas, thank you for your question



Yasmin J.

Trainee Solicitor, Clifford Chance
18/11/2020

It varies hugely depending on the seat that you are in. Corporate and finance seats focus a lot on drafting documents to facilitate deals and arranging for things called Conditions Precedents to be completed (basically a checklist for documents and things that need to be completed before the deal is done - and money is sent out!). Other seats such as regulation include a lot more research tasks. There really a huge range of stuff that you can do as a trainee.



Yasmin J.

Trainee Solicitor, Clifford Chance
18/11/2020

One thing that is great about CC is we have a lot of support teams including the secretaries (who are life savers), a team in Delhi, document review teams, research directors etc. which means that you are really able to focus on the tasks that are most suitable for a trainee



Jas S.

18/11/2020

Thanks Yasmin!



As most of the leading law firms carry out very similar work what do you think makes CC different?

General question asked by **Mithila H.** | 2 replies



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

There's plenty that makes us stand out, and I think one area in particular is our Thought Leadership. www.cliffordchance.com/insights/thought... And at a graduate level, there are many programmes we run - like LIFT and IGNITE - are industry-first schemes that aren't run by any other firms.



Mithila H.

18/11/2020

Thanks Yasmina!



How can I prepare for the assessment in January?

General question asked by **Sofia B.** | 3 replies



LeRon H.

Future Trainee, Clifford Chance

18/11/2020

I found commercial awareness to be key for me, so resources like Finimize and the FT were great for this. Also just generally keeping up with Clifford Chance deals helped me to understand how we operate within the legal world and different jurisdictions.



Sofia B.

18/11/2020

What kind of question will they ask in the interview? are they personal or law based?



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

It'll be a combination of both.



What, if anything, has surprised you most about CC, with regards to both your work and the firm

more broadly?

I would also be interested to hear if there are any opportunities to use foreign languages when working at CC, as I am currently studying Modern Languages at the University of Cambridge.

Thanks so much!

[Life at the Company](#) question asked by **Ella L.** | 2 replies



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

There are a number of secondments at CC, and therefore you could have the opportunity to use modern languages skills in one of our foreign offices as a secondee. For example you need a certain level of French in order to gain a secondment in our Paris office.



Ella L.

18/11/2020

That's great to hear - thank you, Yasmina!



What does the first step in the application process entail?

[General](#) question asked by **Ellie S.** | 5 replies



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

An application form. You can open this now to have a look at what information we need from you. I also recommend watching this video: www.youtube.com/watch?v=E_EK_NWTEsk&...



Ellie S.

18/11/2020

Thank you!



Ellie S.

18/11/2020

Also, can the global virtual internships be taken at any time? Do you apply for these and have to get accepted?



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

You can indeed take the Global Virtual Internships at any time. It's open access, so it's open to everyone and you don't have to apply.

**Ellie S.**

18/11/2020

Okay great, thanks a lot Yasmina!



What is the environment like at Clifford Chance for the LGBT community? I noticed the ACCEPT event

[Life at the Company](#) question asked by **Harry H.** | 4 replies

**Oliver J.**

Trainee Solicitor, Clifford Chance

18/11/2020

It is refreshingly accepting and active in ensuring that there is a safe space for LGBT+ individuals at work. The firm truly understands how important it is that people feel safe and able to express themselves, and how this not only is important for the individual, but also to the firm's output. If you cannot bring your full self to work without fear, you will not be able to fulfil your potential. As a openly proud LGBT+ individual, my experiences at the firm have been incredibly positive and the internal ARCUS network (LGBT+ network) has a thorough calendar of events to celebrate our LGBT+ colleagues. Since starting at the firm I have joined the steering committee for ARCUS and am now influencing the work we plan on doing in the future. What is also refreshing is seeing a top-down commitment to LGBT+ issues, with for example, many senior members of staff being proud allies who are open to learning about LGBT+ individuals' experiences at work.

**Harry H.**

18/11/2020

Thank you so much Oliver! very informative and very interesting to hear! in regards to the ARCUS network, what sort of work do you plan on doing? and what sort of things has that network done since you have been part of CC?

**Oliver J.**

Trainee Solicitor, Clifford Chance

18/11/2020

For example, our pro bono case for recognising X gender markers in passports has just been given approval to appeal in the Supreme Court. We will be working on this appeal and many other pieces of work in the coming months and years!

**Oliver J.**

Trainee Solicitor, Clifford Chance

18/11/2020

<https://www.cliffordchance.com/news/news/2020/11/clifford-chance-to-appeal-to-the-supreme-court-the-refusal-to-fi.html>



What was the most challenging thing about working at Clifford Chance?

[Life at the Company](#) question asked by **Sofia B.** | 2 replies

**Yasmin J.**

Trainee Solicitor, Clifford Chance

18/11/2020

Working at CC is definitely challenging. The work itself is complex and hours can be long. However, for me this is actually what drew me to CC. Being constantly challenged has meant that I have learnt so much and I am constantly driving my professional development.

**Sofia B.**

18/11/2020

Thank you Yasmin, have you felt you dont know what you need to do ? what have you done in that situation?



Do application questions change with each application cycle?

For example, if there was a questions on what change in law you would advocate for and why, would that be used again for another application cycle?

Also is the 600 word introduction always used in all applications?

Application Advice question asked by **Rabia B.** | 2 replies

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

Rabia - the questions we ask at interview will differ every year, but the application form is the 600 words about you.

That's where we want to hear about your achievements and who you are. www.youtube.com/watch?v=E_EK_NWTEsk&...

[v=E_EK_NWTEsk&...](https://www.youtube.com/watch?v=E_EK_NWTEsk&...)

**Rabia B.**

18/11/2020

Thank you for your response Yasmina!



What was the most exciting/ interesting aspect of the SPARK scheme?

General question asked by **Harry H.** | 2 replies

**Oliver J.**

Trainee Solicitor, Clifford Chance

18/11/2020

Truly learning about the firm from the inside out - though it is a 'crash course' in what the firm has to offer, you really leave the scheme feeling like you finally understand elements of what the elusive commercial legal world is comprised of. It may not sound typically interesting or exciting, but being given commercial legal education by leading practitioners is an opportunity that very few people are given, and is invaluable.

**Harry H.**

18/11/2020

Thank you so much oliver!



I wish to include why I want to apply to CC, can I put it in the work experience section?

Application Advice question asked by **Hania S.** | 7 replies

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

You can do this in the work experience section!

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

https://www.youtube.com/watch?v=E_EK_NWTEsk&feature=youtu.be**Hania S.**

18/11/2020

And can i name poeple from the firm?

**Hania S.**

18/11/2020

Thank you for your immediate responses, I highly appreciate it!

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

You can indeed.

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

Thanks Hania! Glad you're finding it useful.

**Hania S.**

18/11/2020

Many thanks again! I Hope to be a part of other events in future too :)



If I have attended some events of CC, should I add it to my CV or should I write more in the 600 words question?

Application Advice question asked by **Tsz Him L.** | 8 replies



Shoshi L.

Future Trainee, Clifford Chance
18/11/2020

Hey! I think this link may be quite useful: www.youtube.com/watch?v=E_EK_NWTEsk&...



Surabhi A.

18/11/2020

Hi Shoshi. I was wondering if I could connect with you on LinkedIn?



Tsz Him L.

18/11/2020

Thank you very much! Also, the system asked for the university which I have completed my degree in-since I am just in Year 1, should I just fill in my current university?



Tsz Him L.

18/11/2020

Also, would you mind sharing why you chose to work in CC?



Shoshi L.

Future Trainee, Clifford Chance
18/11/2020

Hey Surabhi, Sure! www.linkedin.com/in/justinne-shoshana-le...



Shoshi L.

Future Trainee, Clifford Chance
18/11/2020

Yes, just fill in your current university! For me, CC simply encompassed all the values that I personally stand for.



Surabhi A.

18/11/2020

Thank you, Shoshana!



Tsz Him L.

18/11/2020

Would you mind elaborating a bit more on that? Like, what exactly are those values?



I don't have any of my module grades yet or any predicted grades, am I able to leave that blank?

General question asked by **Toluwa A.** | 1 reply



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance
18/11/2020

Yes, that's fine. We understand that some students won't yet have grades.



What specific tasks did you work on during SPARK?

I was surprised to see that LeRon worked on during SPARK, that must have given so much insight into the nature of a role with firm! What other tasks were you all able to work on during the scheme?

General question asked by **Nicole A.** | 2 replies



Yasmina Kone

Graduate Recruitment Specialist, Clifford Chance
18/11/2020

This video gives a great insight! www.youtube.com/watch?v=2Lv83tidRDw



Nicole A.

18/11/2020

Great, I will watch this afterwards!



What other events are available for people interested in this scheme?

General question asked by **Sofia B.** | 2 replies



LeRon H.

Future Trainee, Clifford Chance
18/11/2020

Hi, we offer a lot of virtual events, as well as our online internship, which offers you a good introduction into the work we do at CC. You can have a look at our website here for more: www.cliffordchance.com/careers.html



Sofia B.
18/11/2020

Thank you Ieron



For the Watson Glaser Assessment how much practice would you recommend?

Application Advice question asked by **Qais P.** | 3 replies



LeRon H.
Future Trainee, Clifford Chance
18/11/2020

Hi, I would suggest as much practice as makes you feel comfortable with the form of assessment, and confident that you can achieve a good score. We have a practice assessment here: careers.cliffordchance.com/middleeast/yo...



Qais P.
18/11/2020

Thanks, actually I have already done the practice test and was wondering if you could recommend any other website or books that have more tests?



Oliver J.
Trainee Solicitor, Clifford Chance
18/11/2020

Only those that are available online via google



How does CC differentiate between the applications, what are the qualities they are most interested in?

General question asked by **Hania S.** | 3 replies



Hania S.
18/11/2020

What helps them choose one applicant over the other? Anything specific they look for?

Aasha T.



Graduate Recruitment Marketing Manager, Clifford Chance
18/11/2020

Strong well written applications that clearly explaining what they have been able to achieve whilst also showcasing their ability to drive projects forward and be self-motivated.



Hania S.
18/11/2020

Thankyou so mcuh Aasha! I was thinking maybe this question might not get a chance to be answered today. But honestly thank you for this and the fact that you have gone over time, it is much appreciated!



Did the PBL and Legal Skills that you did at York help during your time on the scheme?

I am currently a first year at York studying law and want to know whether the skills that I am developing on the course will help me on the scheme.

General question asked by **Daniels G.** | 2 replies



LeRon H.
Future Trainee, Clifford Chance
18/11/2020

Hi, certainly yes! PBL follows a very similar process as which is required in the case study interview. Legal Skills also helped me to develop some of the softer skills which makes legal practice easier, and more effective when working within a team - or finding solutions for a client.



Daniels G.
18/11/2020

Thanks LeRon.



What life experiences have you had that prepared you for SPARK?

SPARK sounds very intense, whilst also sounding really fun and insightful. I'd like to know what experiences you had at sixth form/uni/general life which prepared you for the corporate environment.

Application Advice question asked by **Nicole A.** | 3 replies



LeRon H.
Future Trainee, Clifford Chance
18/11/2020

Hi Nicole, I completed PRIME in sixth form which was a great introduction into the commercial world. And at York, our PBL process is directly helpful for real world corporate careers.

**Nicole A.**

18/11/2020

I did PRIME too!

**Nicole A.**

18/11/2020

Could you elaborate a bit on PBL, I don't know if my uni has that?



What key qualities are desirable in a potential trainee?

CC puts much emphasis on the individual but if you had to describe the ideal candidates' characteristics for a commercially focused firm such as CC, how would you?

[Application Advice](#) question asked by **Robyn S.** | 2 replies

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

We look for candidates with potential – with hunger, drive, creativity, agility of thinking and enthusiasm.

**Robyn S.**

18/11/2020

Thank you,
Yasmina, very insightful. Much appreciated :)



This has been very helpful! Thank you all, it is highly appreciated!

[General](#) question asked by **Hania S.** | 1 reply

**Yasmina Kone**

Graduate Recruitment Specialist, Clifford Chance

18/11/2020

Thanks Hania!



What is the most exciting project/task you've worked on at CC?

I would love to know what task (in what seat) was the most interesting thing you've worked on- and why it was particularly interesting for you. What was your personal career highlight so far?

[General](#) question asked by **Nicole A.** | 4 replies



Yasmin J.

Trainee Solicitor, Clifford Chance

18/11/2020

Hi Nicole! My career is pretty early (just three months in) but my highlights really have been working on deals which have never been done before



Yasmin J.

Trainee Solicitor, Clifford Chance

18/11/2020

CC truly are market leaders and you see that from the offset!



Nicole A.

18/11/2020

That's definitely the most attractive element of this kind of firm for me, can I ask which seat you're in- and I'll do some digging on the firm site afterwards



Nicole A.

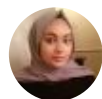
18/11/2020

I'm really excited that trainees get to work on these kind of tasks too



What experience are you looking for in the application?

[Application Advice](#) question asked by **Ellie S.** | No replies yet



What was your most memorable/favourite day so far as a trainee?

[Life at the Company](#) question asked by **Rabia B.** | No replies yet



Thank you so much for your time! This chat has been very insightful and I look forward to sending my application in!

General question asked by **Amira K.** | 2 replies



LeRon H.

Future Trainee, Clifford Chance

18/11/2020

Thank you for joining!



Amira K.

18/11/2020

I think I remember you from a YouTube Video LeRon about SPARK! And now you are a future trainee!!



Not a question but thank you all for this event!

General question asked by **Rabia B.** | No replies yet



THANK YOU- I've learned so much!!

Thank you so much for this session, it's been an extremely valuable hour! Thank you all for your time.

General question asked by **Nicole A.** | No replies yet



Could I mention on my application that I have recently competed in a national mock mooting trial?

General question asked by **Amira K.** | 2 replies



Aasha T.

Graduate Recruitment Marketing Manager, Clifford Chance

18/11/2020

Yes if you think it is relevant and tell us something important about you!



Amira K.

18/11/2020

Okay, great, thank you Aasha and Yasmina for organising this! It has been very helpful



Thank you so much for your time and expertise! It has been extremely helpful!

General question asked by **Ellie S.** | No replies yet



Where is the survey we are asked to fill out?

General question asked by **Amira K.** | 2 replies



Aasha T.

Graduate Recruitment Marketing Manager, Clifford Chance
18/11/2020

When you leave the chat you will be prompted to complete it. Thanks!



Amira K.

18/11/2020

Perfect, thank you!
