



GRADUATE TRAINEE SOLICITOR SCHEME

ARE WE RIGHT FOR YOU?

Gordons is an ambitious, straight talking, commercial law firm based in Leeds and Bradford.

Our great reputation means that our client base extends nationally and beyond. At Gordons you get to work with some fantastic businesses and well-known brands.

Our lawyers are bright, hardworking and committed to providing the best service to our clients. We want everyone who works here to contribute to our success, so we provide a supportive environment and opportunities for them to do so.

We offer all the benefits of working for a large, national firm, such as focussed career progression and a wide range of specialisms, alongside the friendly and down-to-earth ethos of a smaller firm, where you get to know everyone.

Being one of our trainees means that from day one you will be working with our clients, standing you in good stead for your future career with us.

CLIENTS YOU COULD WORK WITH



Iceland



EVRI



CLOUD NINE®

WHAT CAN YOU EXPECT FROM US?

The training contract lasts two years, during which you will complete four six-month seats learning different specialisms including:

- Commercial Property
- Corporate/Commercial
- Dispute Resolution
- Employment
- Property Litigation
- Banking/Insolvency
- Construction
- Private Client

Training & Support

In addition to a department supervisor for each seat to guide you and give regular feedback, you will also have buddy support from your peers and be allocated a senior mentor to give tips and advice to aid your personal and professional development. Your supervisor will appraise your performance at the end of each six-month seat and advise your next supervisor as to how they can help you to reach your objectives and develop your skills.

As well as on-the-job training, you will have the opportunity to attend internal and external seminars, covering technical knowledge as well as personal skills development.

Marketing & Business Development

Our trainees are encouraged to get involved in the marketing and development of the firm.

This includes writing blogs and articles for the website and social media, representing us at business events, and getting to know our clients straight away.

You also have the opportunity to promote our training contracts to prospective trainees by helping and sharing your own experiences with students through networking events and mentoring at local law schools.

Find out more visit www.gordonsllp.com/careers

"If you are a team player looking for a training contract that will give you legal, business, marketing and IT skills with great opportunities for personal development, then apply."



JAMES FAWCETT
Corporate Partner

Joined Gordons as a Trainee
in 1999

BENEFITS AND SPONSORSHIP

As well as a competitive salary, our trainees are entitled to:

- 25 days holiday per year, plus statutory holidays
- A group personal pension
- Employee Assistance Programme, providing information and advice on health and wellbeing topics, as well as 24 hour access to a counselling service
- Interest free season ticket loans for travel
- Benefits, wellbeing and recognition platform including discounts on retail, food & drink, entertainment, travel and health & fitness
- Cash Plan covering everyday health care such as dentist or optician
- Life assurance of a minimum of 3 x salary, death in service benefit
- Membership of the local Junior Lawyer Division, a social and educational network connecting junior lawyers in the region
- Sponsorship towards future SQE studies

CURRENT FACTS & STATS

Total number of staff	178
Number of partners	27
Number of assistants	74
Number of trainees	9
Partners who trained at the firm	52%
Solicitors who trained at the firm	46%

SPORTS AND SOCIAL

We expect you to work hard, but we know that you have a life and commitments outside of work. Making sure that our people have a good work/life balance is a priority.

We want everyone to enjoy their time at work and get to know their colleagues. There are firmwide social events and activities throughout the year including summer BBQs, Christmas parties and after-work events.

For those wanting to participate in sports, there are football and netball teams, and a lunchtime running club. For the more musically minded, you can join our band or attend the Workplace Choir.

COMMUNITY

We know we can help the communities around us and are committed to doing just that. Each year our people nominate a new charity to receive our support.

A few of the charities we're happy to have helped include Bowel Cancer UK, Smartworks Leeds, Centrepont Bradford, Age UK, KidsOut, Candlelighters, The Ear Trust and The Friends of Alfie Martin.

Over the last 10 years, we have raised over £175,000 for local charities, as well as giving many hours of our time volunteering and mentoring.

Our trainees get involved in all our fundraising initiatives, from taking part in 10k runs, marathon walks and catwalk shows, to organising cake sales, Christmas present collections and even performing at "Gordons' Got Talent".

As well as supporting our annual charity partner, we are also an active supporter and previously the organiser of The Wharfedale Ton – a 100 mile charity bike ride through Yorkshire countryside which raises funds for Marie Curie Cancer Hospice in Bradford. This has become a staple event in the corporate cycling calendar.



TRAINEE SOLICITOR SCHEME

WEST YORKSHIRE – THE PLACE TO BE

West Yorkshire is a great place to live and work. With offices in Leeds and Bradford, our trainees spend time in both, ensuring they get to know everyone in the business and enjoying the different experiences these cities have to offer.

Leeds

Lying at the heart of the UK, Leeds is acknowledged as one of the largest legal centres outside London. It is one of the biggest and most lively cities in the UK, housing a huge and thriving student population. As well as being one of the country's enduring focal points for commerce and industry, it is now one of the country's finest spots for culture, nightlife and entertainment.

Bradford

Vibrant, diverse and full of surprises, Bradford is a proud city rich in history, yet with everything you'd expect from a modern city. Bradford offers loads of award-winning restaurants, as well as thriving independent pubs and bars. It's also home to the National Media Museum and great theatres, with the UNESCO World Heritage Site of Saltaire on the doorstep and the beauty of the Yorkshire Dales not much further away.

WANT TO KNOW MORE?

Ask a Trainee

If you would like to find out more about what it is like to be a trainee on our graduate programme, or want some general advice on applying, please email us on recruitment@gordonsllp.com and one of our trainees will be happy to respond.

You can also visit the careers pages of our website and read our trainee blog on the trainee solicitor pages. www.gordonsllp.com/careers/graduate-trainee-solicitor/

How do I apply?

From 1 November 2025, we will be accepting applications for both our summer vacation scheme and training contract intake. Application is via an online form on our website www.gordonsllp.com/careers/graduate-trainee-solicitor/

Key dates for the application process:

- Vacation scheme deadline: 31 December 2025
- Training contract only deadline: 30 April 2026

If you have any difficulties with the application process please email recruitment@gordonsllp.com



Find out more visit www.gordonsllp.com/careers

Q. How many places for training contracts are available for September 2028?

A. Four

Q. How do I apply for the summer vacation scheme and/or a training contract?

A. Application is via our online form, which you can access via our website

www.gordonsllp.com/careers/graduate-trainee-solicitor

So that the recruitment process is fair, all candidates must apply via this form. CVs will not be accepted.

Q. What is the deadline for the application?

A. If you are applying for a training contract via the summer vacation scheme then you will need to submit your application by 31 December 2025. Applications received after this date and up to 30 April 2026 will be considered for a training contract only.

Q. I applied to Gordons last year... can I apply again?

A. Yes, of course, but you will need to complete a new up-to-date application.

Q. I don't have a law degree... does that matter?

A. Not at all.

Q. I don't have any legal work experience. Will this count against me?

A. We appreciate that securing work experience can be as competitive as applying for a training contract, so don't worry if you haven't had the opportunity to do any legal placements yet. Whilst these are a great way of putting theory into practice, any non-legal work that you've undertaken can also provide transferrable skills.

Q. Do you run any insight events?

A. We will be holding an insight evening at our Leeds office on 13 November 2025 where you have the opportunity to hear from our partners and trainees about their Gordons journey, see our office and network with our staff in a relaxed environment. To register your interest in attending please email

recruitment@gordonsllp.com

Q. When should I start applying for a training contract?

A. Recruitment for training contracts generally takes place two years in advance, which means that for law students, the earliest you can apply is during the penultimate year of your degree. Non-law graduates undertaking the GDL and SQE full time can apply before starting their legal studies.

Whether you've got a law or non-law degree, you must have completed the LPC or SQE1&2 before you start your training contract.

Q. I've submitted my application but have additional work experience/exam results that I want to tell you about. Is it too late?

A. Our application form enables you to make amendments after submission up to the closing date.

Q. Does it matter where I study the GDL/SQE or which electives I do?

A. If you are already underway with your postgraduate legal studies then we don't mind which institution you choose to undertake your course. If you are offered a training contract with us and are yet to start, then our law school of choice for postgraduate study is BPP Leeds.

With regards to electives, as you are guaranteed to have a six-month seat experiencing commercial property work, our trainees have suggested that an elective in a complementary topic can help. However, this is entirely your choice.

Q. Does Gordons offer any sponsorship?

Yes, we offer our trainees sponsorship towards future SQE studies.

Q. I'm thinking of taking a gap year. Will this count against me?

A. Not at all. It's what you do with the time that counts!

Q. Are there opportunities for paralegal work?

A. Such opportunities arise on an ad-hoc basis and will be advertised on the general vacancies section of our website. If you would like your details to be held on file for possible future paralegal vacancies and / or summer work, please forward your CV and availability to recruitment@gordonsllp.com.

Q. Great! I've been offered a training contract at Gordons. What happens next?

A. It may take up to two years until your training contract commences, but rest assured, we won't forget about you. As a prospective trainee, you will receive updates about the firm and be invited to social events so that, by the time you start with us, you will already know your fellow trainees and have met many of our partners and staff, helping to settle you quickly into life here.

Q. Any final tips?

A. Make sure that you have completed all sections of the application fully, checking for spelling and grammatical errors. If you want to be a lawyer, attention to detail comes in pretty handy!

And last, but not least, good luck!