



Trainee Solicitor Programme

Closing date for October 2025 and 2026 applications is **10 January 2025**



Our People

At Darwin Gray our biggest strength is our people – our legal experts and brilliant support staff are key to our rapid growth and reputation as one of the best commercial law firms in Wales.

For this reason, the individuals selected for our Trainee Solicitor Programme must be more than just talented lawyers and academically gifted; they must also have the ambition and commitment to continue to strengthen the firm and become part of our future.

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"As a trainee at Darwin Gray, I am challenged daily, but always supported at every step. I'm delighted to be continuing my legal career with them when I qualify in December"

Heledd Ainsworth, Trainee Solicitor, 2022-present



Your Experience

Based in our Cardiff office and guided by our Partners and experienced solicitors, our trainees undertake an exciting and extensive two-year training programme in a supportive and challenging environment.

Undertaking seats in a variety of practice areas, our trainees gain first-hand experience of the commercial world in which we operate, acting for multi-national companies, property developers, public sector organisations, individuals and many more in between.

Our in-house training, along with the fully-funded Professional Skills Course, ensures our trainees hone the skills, knowledge and expertise they need to qualify as a solicitor and with a view to becoming a key asset at Darwin Gray.



HOW TO APPLY

OCTOBER 2025 INTAKE:

If you have already completed your LPC or you will have done so by this year's intake date of October 2025, or alternatively if you are seeking to commence your SQE1 in October 2025 and you think you are the perfect fit for Darwin Gray, please send a CV and a covering letter to levans@darwingray.com.

OCTOBER 2026 INTAKE:

If you are in your third year of your degree and seeking to commence your LPC in October 2025 with a view of starting your training contract or SQE1 in October 2026 please send your CV and covering letter to levans@darwingray.com.

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Your Progression

Ongoing trainee progression is essential for both our trainees and for us, so our trainees attend regular appraisals to discuss and review their progress, identify the skills they need to develop, and highlight the strengths they want to build upon.

Our internal mentoring scheme ensures that all of our trainees are also matched up with a senior colleague to provide advice and personal support and help maximise their potential.



What Happens Next?

We will review all of our applications once the closing date has passed.

If you are shortlisted, we will invite you to undertake an assessment exercise, which will consist of legal and commercial problems which will assess your suitability for our programme.

Applicants who successfully pass the assessment exercise will then be invited to attend an interview with a panel made up of Partners and senior solicitors.

At the interview, we will be assessing your ability to communicate effectively, to stay calm under pressure, to engage in challenging and thought-provoking debate, and to formulate a compelling, rational and reasoned argument.

The dates are yet to be finalised but we anticipate the interviews taking place in the spring of 2025.



GET IN TOUCH

If you have any questions, please do not hesitate to email Lisa Evans on levans@darwingray.com.

We look forward to receiving your application.

darwingray.com | [@DarwinGrayLLP](https://twitter.com/DarwinGrayLLP)

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LEADING FIRM

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As a Disability Confident Committed Employer, we commit to offering all disabled applicants who meet the minimum / essential requirements of the role an interview.

If you need any adjustments as part of the application or interview process, please contact our recruitment team to discuss how we can best support you.

