

“A modern, outgoing outfit”

(Chambers & Partners 2010)

“Driven, dependable and well-run set  
that really means business”

(Chambers and Partners, 2009)

“Always ready to assist, and quick to  
respond”

(Legal 500, 2008)

“A veritable hot-bed of talent”

(Chambers and Partners, 2008)

“Offers unparalleled expertise across a  
range of public law-related areas”

(Legal 500, 2007)

Matrix was founded in 2000, as a new legal practice set up in anticipation of the complex challenges facing the law in the 21st century. The lawyers and staff that make up Matrix aim to innovate the way legal services are delivered and to move beyond traditional divisions - between practitioners and academics, between private and public law and between domestic and international law. They are committed to collaborative ventures that will break down traditional divisions within the legal profession itself.

Matrix now has 60 full members, 5 associate members, 2 current trainees and 28 members of staff. Since its foundation, Matrix has taken 21 trainees, two of which are still current. To date, we have offered membership to thirteen out of the nineteen individuals who have completed their traineeship with us.

### Why Choose Matrix?

We have something fresh to offer and people have really begun to notice the difference. Chambers and Partners have noted that we are “seen by some as a blueprint for the future of the Bar”. The range of work that we practice in is all at an exceptionally high level. Matrix was recommended in the main legal directories last year in a total of 12 practice areas.

It is primarily the people, their approach and attitude that makes the atmosphere at Matrix different. Our bright, contemporary offices; our commitment to quality of service and high-tech facilities; the friendly professionalism of our staff; and the lack of old-fashioned language, hierarchies and attitudes demonstrated by our members. All these elements make Matrix a really great place to train and to work.

### Glossary - Plain Words

You may have already noticed some of the linguistic touches that make Matrix different from a more traditional set. We do not use the out-dated terminology of clerks and tenants, and are committed to accessibility in all we do.

In this booklet we may resort to some of the more standard terms, but these are the plain words we prefer to use everyday:

Traineeship	Pupillage
Trainee	Pupil
Members	Tenants
Practice staff	Clerks

### Members

Mark Afeeva (1997)  
Nick Armstrong (2001)  
Alex Bailin (1995) (appointed QC March 2010)  
Andrew Bodnar (1995)  
Cherie Booth QC (1976) (Silk 1995)  
Lord Dan Brennan QC (1967) (Silk 1985)  
Christopher Brown (2002)  
Michelle Butler (2007)  
Prof. Christine Chinkin (2003)  
Prof. Andrew Choo (2002)  
Kate Cook (1990)  
Prof. James Crawford SC (1987 Australia)  
Claire Darwin (2005)  
Zachary Douglas (2006)  
Ben Emmerson QC (1986) (Silk 2000)  
Danny Friedman (1996)  
Prof. Conor Gearty (1995)  
Nicholas Gibson (2008)  
Jonathan Glasson (1996)  
Sam Grodzinski (1996)  
Tessa Hetherington (2004)  
Raza Husain (1993) (appointed QC March 2010)  
Janet Kentridge (1999) (1994 Jo'burg)  
Thomas Kibling (1990)  
Samantha Knights (1996)  
Julian Knowles (1994)  
James Laddie (1995)  
Helen Law (2005)  
Thomas Linden QC (1989) (Silk 2006)  
Rachel Logan (2008)  
Sir Ken Macdonald QC  
Alison Macdonald (2000)  
Jonathan Marks (1992)  
Prof. Aileen McColgan (2001)

Eleni Mitrophanous (1999)  
Karon Monaghan QC (1989) (Silk 2008)  
Clare Montgomery QC (1980) (Silk 1996)  
Prof. Gillian Morris (1997)  
Helen Mountfield (1991) (appointed QC March 2010)  
Blinne Ní Ghrálaigh (2005)  
John O'Flaherty (2001)  
Tim Owen QC (1983) (Silk 2000)  
Mathew Purchase (2002)  
Elizabeth Prochaska (2007)  
Laura Prince (2003)  
Matthew Ryder (1992) (appointed QC March 2010)  
Adam Sandell (2008)  
Prof. Philippe Sands QC (1985) (Silk 2003)  
Maurice Sheridan (1984)  
Jessica Simor (1992)  
Rabinder Singh QC (1989) (Silk 2002)  
Lorna Skinner (1997)  
Dan Squires (1998)  
Mark Summers (1996)  
Booan Temple (2001)  
Rhodri Thompson QC (1989) (Silk 2002)  
Hugh Tomlinson QC (1983) (Silk 2002)  
Prof. Takis Tridimas (Athens 1987) (2000)  
Antony White QC (1983) (Silk 2001)  
David Wolfe (1992)

### Associates

Andrew Clapham  
Prof. Piet Eeckhout  
Luis Gonzales Garcia  
Gerard Hogan  
Aidan O'Neil QC

### Areas of Work

The members of Matrix practice in a range of different areas of UK public and private law, the law of the European Union and the ECHR, and public international law. Matrix was established to bring together practitioners who recognise that these disciplines are becoming increasingly influenced by common principles of constitutional, European and international law.

Matrix acts for private and public clients and has particular expertise in areas including: arbitration and mediation, civil actions against the police, commercial, competition, community care, crime and regulatory law, discrimination and equality, education, election law, employment, environmental, EU, extradition, fraud, human rights, immigration and asylum, inquests and inquiries, international law, local government, media and information, prison law, public and administration, sports law and tax law.

### Training Schedule

The 12-month training period is split roughly into quarters. The training committee tends to choose who will supervise in the first quarter, whilst trainees are finding their feet, but trainees are consulted throughout on what areas they would be interested in covering. There is a scheduled programme of training that takes place throughout the year and includes internal and external training, written and advocacy exercises and sabbaticals. In the third quarter trainees are given assessed exercises. These are usually in the form of one piece of written advice and one oral advocacy exercise (including submission of a skeleton argument before the 'hearing').

### Life as a Matrix Trainee

"As a trainee, I was made to feel that I was a valued part of Matrix from day one. I had an input into the allocation of my supervisors, and real efforts were made to ensure that I was involved in a broad range of work and exposed to different levels of litigation and types of advocacy. My supervisors gave me full access to all aspects of their practice and took great care to ensure that I continued to develop as a lawyer, giving detailed feedback and always taking the time to explain and discuss the work we were doing.

I was made to feel that my contributions were respected and useful. Perhaps I did a bit less advocacy than some of my contemporaries at other sets, but on the other hand I had the chance to work on fascinating cases and to learn from those at the very top of their profession.

The transition from trainee to member, with all the added responsibility and independence it entails, is undoubtedly daunting but Matrix is an enormously supportive organisation in which to make that leap. Since I took up full membership in 2005 I have found that other members and staff continue to be happy to give advice and encouragement, and the admin team has been fantastic in handling my practice sensitively and allowing me to actively shape its development. The work I do now as a member is varied, interesting, and challenging - involving work both independently and as a junior across a range of areas."

#### Tessa Hetherington

Traineeship at Matrix 2004-05  
Full Matrix member since 2005

"Traineeship at Matrix often felt like a rather different experience from that of many of my contemporaries elsewhere. Although I worked hard, there was a real effort to ensure that as far as is possible in such a context I didn't feel like I was doing a year-long interview, and it mainly worked. I was treated as a colleague (or at least a prospective one) and expected to behave like one. No feeling like I had to stay late or come in at weekends for appearances' sake. No need to dress in a particular way every day or keep my opinions to myself. Professionalism, commitment and intellectual curiosity were the only noticeable demands. My co-trainee and I became firm friends, knowing we were not in competition. I was able to be myself. I was even forced to take regular decent holidays.

I felt that everyone was genuinely interested in me and what I was interested in, and did their best to help me pursue that. I had significant input into the training package, including assigned supervisors and what cases I accepted in my second-six. That enabled me to build a strong foundation for membership and develop the kind of practice I wanted, while still receiving a rigorous all-round training. Formal feedback sessions meant I wasn't in the dark. I received detailed input into and criticism of all of my work, and even felt able to make a real contribution to some incredibly exciting cases. It was a challenging but surprisingly enjoyable training, which has in important ways continued through the early stages of membership."

#### Rachel Logan

Traineeship at Matrix 2008-2009  
Full Matrix member since 2009

Matrix has opted to use the Pupillage Portal as its chosen application procedure for traineeship.

The Pupillage Portal website [www.pupillage.com](http://www.pupillage.com) gives a full listing of all chambers, with direct links to their websites for information about pupillages and how to apply.

Pupillage Portal operates in one round in the summer with a 'clearing' system in the autumn. Students may apply for up to 12 pupillages. The summer season closing date is usually around the end of April (this may be subject to change and should be checked with the Pupillage Portal timetable).

Three months are then allowed for selection and interviews with offers being made after 31 July.

### Exemption from Pupillage Portal

We will only accept applications for traineeship through Pupillage Portal except where the Bar Council exempts applicants from applying through Pupillage Portal. Applicants who may be exempt are those who have other advocacy qualifications.

We request that applicants who are exempt from this application procedure also abide by the Pupillage Portal common timetable. A Pupillage Portal exempt application form will be available for download from [www.matrixlaw.co.uk](http://www.matrixlaw.co.uk) as soon as the Pupillage Portal timetable is published.

### Deferred Applications

Matrix does not accept deferred entry applications.

### Training Awards

Matrix awards £35,000 for each trainee. £7,500 of this award will be payable to those still to complete the BPTC, and £27,500 will be paid or earned during the twelve-month traineeship.

### Trainee Supervisors

Alison Macdonald	David Wolfe
Nick Armstrong	Jessica Simor
Danny Friedman	Lorna Skinner
Sam Grodzinski	Alex Bailin
Raza Husain	Julian Knowles
James Laddie	Helen Mountfield
Matthew Ryder	

Visit [www.matrixlaw.co.uk](http://www.matrixlaw.co.uk) for details of the specialist areas in which these members practice.

These notes are intended to assist people considering applying for traineeship with Matrix. They are for guidance only, and are not a set of rigid rules, but we hope they will help you.

Each year we receive several hundred applications for traineeship. Competition for places is very strong. In accordance with Matrix's Core Values, we promote equality of opportunity in selecting our trainees and in particular we encourage those from backgrounds that have not traditionally been well-represented at the Bar to apply.

We follow a 3 stage process of selection:

In Stage 1, application forms are sifted to identify approximately 40 candidates for short interviews at Stage 2; these reduce the pool to up to 10 candidates invited for further interviews and final selection at Stage 3.

### STAGE 1 - Sifting on paper to produce a 'long list'

We form a "long list" from analysis of the application forms, to identify up to 40 candidates for interviews at stage 2, using the criteria set out below.

#### TRAINEESHIP CRITERIA

We use the following criteria to shortlist for first interview:

- Up to 5 marks for academic achievement
- Up to 2 marks for intellectual aptitude
- Up to 2 marks for legal-related experience
- Up to 2 marks for other life experience
- Up to 1 mark for "Matrix attributes"
- Up to 1 mark for other exceptional factors
- Up to 1 mark for presentation of the application

At interview, we will look to judge other matters which cannot readily be judged on paper: advocacy experience, ability to relate to clients and colleagues and understanding of Matrix's core values.

#### Academic Achievement:

We receive hundreds of applications a year. We do not interview candidates with a 2.2 save in wholly exceptional circumstances. If you consider that your case is exceptional, please say why in the Matrix section of the Pupillage Portal form.

We award:

- 1 mark for a 2.1 or projected 2.1 (or certifiably equivalent qualification from an overseas institution)
- 2 marks for a 2.1 plus a postgraduate qualification or projected postgraduate qualification
- 3 marks for a 1st or a projected 1st
- 4 marks for a 1st plus a postgraduate degree or projected postgraduate degree
- 1 additional mark for any additional relevant qualification

#### Intellectual Aptitude:

We can award up to two marks for additional indicators of intellectual aptitude for a career at the Bar. Such aptitude can be demonstrated in a number of ways. These marks may be available, for example, for scholarships or prizes, but they may also be available if intellectual aptitude were demonstrated in different ways (for example, through campaigning work or additional examples of experience requiring intellectual rigour).

#### Legal/Law Related Experience:

We can award up to two marks for legal experience other than legal education. There are no hard and fast rules about how this may be achieved. For example, work for FRU, at a CAB or law centre, as a volunteer with an NGO or community legal group, either in the United Kingdom or abroad, may count. So may experience on a law-related campaign. Please note that there is no requirement to have undertaken a student placement at Matrix or elsewhere, though time spent at a law firm or in a barrister's chambers may count as legal experience.

#### Life Experience:

We seek to draw candidates from beyond the traditional pool of legal recruits and can therefore award up to two marks for those who can demonstrate life experiences from which they have acquired skills or insights which they consider relevant to a barrister's work.

#### Matrix Attributes:

We can award one mark for examples of matters in relation to your application which you consider Matrix might particularly value. This criterion is designed to match candidates to the specialist areas in which Matrix members practise (set out on our website and at the back of this brochure), and to understanding of our core values.

## STAGE 1 - Sifting on paper to produce a 'long list' (continued)

### Other Exceptional Factors:

We can award up to one mark for any additional relevant factors. These include, for example, where a candidate has suffered exceptional hardship or suffered exceptional illness which may bear on their other scores. Or this mark may be awarded where a candidate has shown exceptional commitment or endeavour which would not properly be recognised in the scores available under the other headings.

### Presentation:

In recognition of the fact that a significant part of a barrister's work includes written, as well as oral, advocacy, one mark will be awarded for the presentation and expression of the application form.

## STAGE 2 - Interviews of 'long list'

Interviews will be carried out by a panel of 3 members.

- Each interview will last about 10 minutes.
- Each panel member will ask one same question to each candidate.

- The panel will aim to select up to 10 candidates for more in-depth second interviews.
- Candidates will be told at the earliest reasonable opportunity whether they have been selected for Stage 3 interview.

## STAGE 3 - Interviews of short list to select trainees

Interviews will be carried out by a panel of about 5 barristers, reflecting so far as possible the diversity of Matrix. At the interview, we are looking to test aptitude for training at Matrix, and look in particular for

- (i) exceptional intellectual and advocacy ability and
- (ii) excellent ability to relate to clients and understanding of Matrix values.

Each interview will last about 35 minutes. This includes spending some time talking about a short legal problem which is given to candidates 30 minutes before the interview starts.

The problem is not intended to test legal knowledge beyond what anyone who has reached this stage of their legal career will have. It is intended to enable the candidate to demonstrate their ability to analyse a legal problem and to explain their arguments to the panel.

The panel will aim to identify up to 2 candidates to whom we will offer traineeship with Matrix. There may be up to 2 reserve candidates as well. Candidates will be told at the earliest reasonable opportunity whether they will be offered traineeship. Usually this will be on the first date when we are permitted to make offers under the Pupillage Portal scheme.

### Notes regarding the Pupillage Portal Application Form

When completing Pupillage Portal application forms, try to be succinct and focus on the main points which will help your application. We realise that most of the form is not specific to Matrix but many of the experiences or qualities that will score points in Matrix's scheme (in accordance with the criteria, published above) will be set out in those general sections. However, you should also make full use of the Matrix-specific section to give any additional information which you think will help your application.

This might include any additional experiences not set out on the rest of the form which Matrix may value or comments on what it is about Matrix which made you apply for traineeship with us. If you feel that there are additional factors which mean that, for example, your exam results are not a true reflection of your academic ability, or personal reasons which prevented you from gaining work or legal experience, such as might qualify for points under the criteria shown above, then you should explain these on the form.

### Our commitment

Matrix is committed to diversity and is an equal opportunities employer. Our policies apply to all employees, members, trainees and visitors to Matrix. We are committed to preventing and eliminating discrimination on the grounds of sex, race, colour, ethnic and national origin, class, nationality, sexual orientation, age, disability, religion or marital status.

Matrix's commitment to equal opportunities and the individual and collective obligation for staff is set out in each employee's contract. Matrix is also dedicated to the requirements set out in the Equality Code for the Bar.

## Further Information

### Useful Links

Legal Education  
<http://www.legaleducation.org.uk/Main/>

Pupillage Portal  
<http://www.pupillage.com>

Bar Council  
<http://www.barcouncil.org.uk>

Bar Pro Bono  
<http://www.barprobono.org.uk/navigate/home.html>

FRU  
<http://www.freerepresentationunit.org.uk>

### Bar Professional Training Courses

BPP Law School  
<http://www.bpp.com>

College of Law  
<http://www.college-of-law.co.uk>

Inns of Court School of Law  
<http://www.city.ac.uk/icsl>

Cardiff Law School  
<http://www.cardiff.ac.uk>

University of Northumbria at Newcastle  
<http://northumbria.ac.uk/sd/academic/law/>

University of West England  
<http://www.uwe.ac.uk>

Manchester Metropolitan University  
<http://www.law.mmu.ac.uk/postgrad/bvc>

Nottingham Law School  
<http://www.ntu.ac.uk>

Kaplan Law School  
<http://kaplan-law-school.kaplan.co.uk/>

### Inns of Court

Inner Temple  
<http://www.innertemple.org.uk/>

Middle Temple  
<http://www.middletemple.org.uk/>

Lincoln's Inn  
<http://www.lincolnsinn.org.uk/>

Gray's Inn  
<http://www.graysinn.org.uk/>

### Matrix contact details

Lindsay Howell  
[matrix@matrixlaw.co.uk](mailto:matrix@matrixlaw.co.uk)

To find out more about who we are and what we do please visit [www.matrixlaw.co.uk](http://www.matrixlaw.co.uk)

Not just a mission statement - all Matrix members and staff actively support and work to achieve:

### Independence

We are independent practitioners with a professional obligation to promote the interests of our clients, whoever they may be. The practice is committed to the protection of individuals' rights as well as the interests of corporate clients and public and governmental bodies.

### Client care and quality of service

Individually and as a practice we are committed to providing a high quality of client care and legal service.

### Teamwork and co-operation

Teamwork and co-operation are important values. Although members of the practice will remain individual practitioners, we are committed to working together to deliver legal services through sharing legal and practical knowledge and experience.

### Practice diversity

We are committed to respecting the diverse practice aspirations of each member. The practice is run as an efficient business organisation, although the maximisation of income generation is not the principal goal of the practice itself.

### Public service ethos

We are committed to a public service ethos. This includes a commitment to publicly funded work (including for public authorities), public interest litigation and, where appropriate, pro bono work. Such work is held in equal esteem with private client work.

### Ethical legal practice

We have a shared commitment to the legal profession's wider responsibilities to society.

### Innovation

We are committed to innovation, for example by experimenting with new ways of delivering legal services. The practice is committed to breaking down the traditional barriers between other providers of legal services.

### A democratic structure

Within the management structure, all members have an equal say in the running of the practice.

### Efficiency in administration and management

The practice is committed to being professionally managed, using efficient and effective administrative procedures and systems, including state-of-the-art information technologies.

### Promotion of equality of opportunity

The practice seeks actively to promote equality of opportunity. It is a long-term aspiration that the practice be comprised of roughly equal proportions of women and men, and that minorities be properly represented. It is one of the aims of the practice to help facilitate access to the legal profession to those traditionally excluded.

### Closer links between practising and academic lawyers

Academic lawyers have historically been an under-used resource at the bar. We are committed to enhancing collaboration with academic lawyers.

### Continuing education

We are committed to the continuing education of our members and staff, for example by regular internal seminars and discussion groups and by supporting staff who wish to undertake relevant training and education.

### High quality staff and employment practices

As well as employing high quality staff Matrix is committed to being a high quality employer, motivating staff to feel part of a team delivering legal services and offering opportunities for career advancement where possible. We will not necessarily recruit from the traditional sources for staff working in barristers chambers.

### Training of new members of the legal profession

We are committed to offering training opportunities to members of the legal profession.

### Work life balance

We are committed to enabling all those who work within the practice to achieve a proper balance between their working and home life.

### Respect and courtesy

We are committed to ensuring that all those who work within the practice are treated with equal respect and courtesy at all times.

**Matrix contact details:**

Lindsay Howell

matrix@matrixlaw.co.uk

## ... take another look

Our focus on Human Rights and Public law are well known, but our case history illustrates better than anything that our work is as diverse as it is groundbreaking. We invite you to take another look at Matrix.

Arbitration and Mediation

Civil Actions against the Police

Commercial Law

Community Care Law

Competition Law

Crime and Regulatory

Discrimination and Equality

Education Law

Election Law

Employment Law

Environmental Law

EU Law

Extradition and Mutual Assistance

Human Rights

Immigration and Asylum

Inquests and Inquiries

International Law

Local Government

Media and Information

Mental Health and Capacity

Prison Law

Public Law

Sports Law

Tax Law

To find out more about who we are and what we do, please visit

[www.matrixlaw.co.uk](http://www.matrixlaw.co.uk)