

## NOTE TO APPLICANTS

Founded in 2000 to meet the complex challenges of law in the 21st Century, Matrix Chambers has 93 members supported by a dynamic and modern staff team.

### Details of Role

**Matrix's crime team are looking to recruit outstanding criminal practitioners, both at silk and junior (5 years+) level.**

The Matrix crime team has an exceptional reputation at all levels of seniority and has real strength in depth. We have a diverse blend of exciting and rewarding work across all areas of criminal law including general crime, financial crime/criminal fraud, POCA, regulatory investigations, extradition, and international crime. As we approach our 20th anniversary next year, the team is looking to expand substantially and applications at all levels are encouraged from candidates with strong and sustainable criminal practices.

Individual and group applications are welcome but each applicant must be of exceptional ability. Applicants with pure criminal trial practices are welcome; as are those with skills that complement other related areas, such as extradition; and those with areas into which Matrix can expand further.

This an exciting opportunity to join a friendly, busy and successful team. Matrix's core values are at the heart of everything we do and successful candidates will need to demonstrate support of these. Please see our core values [here](#).

### Interested? What Now?

Applicants are asked to send their CV to Lindsay Clarke at [recruitment@matrixlaw.co.uk](mailto:recruitment@matrixlaw.co.uk) along with a covering letter outlining their aspirations for future practice, their reasons for applying to Matrix and a demonstration of their commitment to Matrix's Core Values.

All applications will be treated in the strictest confidence.

Potential applicants who wish to discuss their application in confidence may contact the Crime Group Co-Ordinator, Alex Bailin QC ([alexvailin@matrixlaw.co.uk](mailto:alexvailin@matrixlaw.co.uk)) or the Chief Executive, Rachel Holmes ([rachelholmes@matrixlaw.co.uk](mailto:rachelholmes@matrixlaw.co.uk)).

**Deadline for receipt of applications:** 5.00pm on Friday 21<sup>st</sup> June 2019

**Interviews:** Within the first three weeks of July 2019

### Positive Action Statement

Matrix strives to be an equal opportunities employer and is committed to diversity amongst its staff and members, including supporting flexible working. We therefore encourage and welcome applications from women, people of minority ethnic origin, people with disabilities and LGBT+ candidates, as well as candidates from other groups which are underrepresented in the legal sector. We will make reasonable adjustments to enable disabled candidates to demonstrate their suitability for the position.

## Important note to applicants with a disability

Matrix offers guaranteed interviews to applicants who are disabled within the meaning of the Equality Act 2010, provided they meet the minimum requirements of the position for which they have applied. For this position, these requirements are:

- You are a barrister with a practice in criminal law
- You are a practitioner with a minimum of five years' experience
- You can demonstrate commitment to Matrix's core values

If you are a disabled applicant and wish to take advantage of this scheme it may be necessary to inform the individuals who assess applications for this post that you are disabled. If you wish to take advantage of the guaranteed interview scheme and are happy for your disabled status to be disclosed to the assessors, please do let us know within your covering letter. If you are a disabled person and you prefer not to disclose this fact to the individuals who assess the applications forms then you do not have to let us know, however this may mean that you cannot be guaranteed an interview even if you meet the minimum requirements for the position.

Should you wish to discuss reasonable adjustments or anything else relating to a disability in connection with this recruitment exercise, in confidence and with someone unconnected to the recruitment process, please contact Matrix's Disability Officer: Sarah Hannett on 020 7404 3447.

## Core Values

Matrix is founded on the following core values: They are not just an empty mission statement; these Core Values underpin all that we do.

### 1. A Commitment to working together to deliver legal services

Teamwork and co-operation are important values. Although Members and Associates of Matrix are individual practitioners, they are committed to working together to deliver legal services including, in particular, through sharing legal knowledge and experience.

### 2. A democratic structure

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

### 3. 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.

### 4. 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.

### 5. Continuing education

Matrix is committed to the continuing education of its Members, Associates and staff, for example by regular internal seminars and discussion groups and by supporting staff who wish to undertake relevant training and education.

### 6. 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.

#### **7. Ethical legal practice**

Members and Associates of Matrix have a shared commitment to the legal profession's wider responsibilities to society.

#### **8. 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.

#### **9. 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.

#### **10. 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.

#### **11. 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.

#### **12. 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.

#### **13. Respect and Courtesy**

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

#### **14. Training**

We are committed to offering training opportunities, including pupillage and other forms of training to members of the legal profession.

#### **15. Work life balance**

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

#### **16. Environment**

Matrix will take all reasonable steps to reduce the negative impacts of its activities on the environment including by minimising its contribution to climate change except where the cost of doing so is wholly disproportionate to the benefit gained.