



Trainee Solicitor Programme

Start Your Legal Career with Wards Solicitors

Are you looking for exceptional training within a Legal 500 leading law firm, working with diverse and interesting clients across multiple specialisms?

A Training Contract at Wards Solicitors provides the experience, support and exposure you need to launch your legal career with confidence. Our trainee solicitors work alongside experienced lawyers across a variety of departments, gaining valuable hands-on experience while building the foundations for a successful future in law.

Overview

Building the Foundations of Your Legal Career

Choosing where to begin your legal career is an important decision. It's vital to join a firm where you can gain broad experience across different practice areas, develop a strong understanding of the law, and appreciate the commercial realities of legal practice. Only then can you confidently decide where to specialise.

At Wards Solicitors, trainees are an integral part of the team from the outset. You will learn directly from experienced solicitors at Associate and Partner level, assisting with challenging and rewarding work for a wide range of individuals, businesses and organisations.

Diverse Legal Experience

During your four-seat training contract, you will experience several key practice areas, including:

- Residential Conveyancing
- Private Client Matters (including Trusts and Court of Protection)
- Commercial Property
- Corporate and Commercial Law
- Dispute Resolution
- Family Law

This structured exposure provides trainees with the diverse legal experience needed to build a well-rounded career.

Understanding How a Law Firm Works

We believe great solicitors also understand the business behind legal services.

Trainees at Wards gain access to our Practice Management Team, giving insight into:

- Accounting and finance
- Marketing and business development
- Human resources
- Compliance and regulatory responsibilities

This experience helps trainees develop commercial awareness and a deeper understanding of how successful law firms operate.



The Recruitment Process

What We Look for in Candidates

At Wards Solicitors, our staff come from a wide range of backgrounds. We believe people perform at their best when they can be their authentic selves, which is why we value diversity, collaboration and mutual respect.

We look for candidates who:

- Go the extra mile for their team, clients and the firm
- Pay attention to both detail and the bigger picture
- Demonstrate initiative, commitment and professionalism
- Want to make a positive impact on the people around them

Many of our current Partners began their careers at Wards in junior roles, including as receptionists and legal assistants, gradually building their skills and experience with the support of the firm.

Pre-Employment Screening

All successful candidates will complete standard pre-employment checks, including:

- Verification of your right to work in the UK
- Confirmation of employment history
- Validation of academic qualifications and professional memberships
- A Disclosure and Barring Service (DBS) check

These checks help ensure a secure and efficient onboarding process.



The Application Process

We begin our recruitment process for trainee solicitors 12 months in advance. Applications for September 2028 training contracts will open in September 2027.

Step 1 – Online Application

- Applicants are required to send us your CV and a detailed covering letter, providing:
- Employment history
- Education and academic results
- Details of relevant work experience

Step 2 - Interview

If your application is successful, you will be invited to attend an interview with our Managing Partner and HR team. We do not believe in corporate-style tests or simulated high-pressure scenarios. Instead, we take the time to get to know you and determine whether you would be a good fit for Wards Solicitors. This gives you the opportunity to ask questions and get the overall feel of the firm.

Step 3 – Meet and Greet with our Current Trainees

If you are successful at interview, you will be invited to join an online call with our current trainees. This is an opportunity for you to hear first-hand about what it's like to train at Wards Solicitors and to ask any questions you may have in an informal setting.

Accessibility and Adjustments

We are committed to ensuring our recruitment process is fair, inclusive and accessible.

If you require adjustments or additional support during any stage of the application or assessment process, please let us know. We are happy to make reasonable accommodations to ensure every candidate can perform at their best.

Feedback on Applications

Due to the high volume of applications we receive, we are unfortunately unable to provide feedback for earlier stages of the process.

Use of AI in Applications

We recognise that AI tools can be useful for supporting candidates when preparing their applications.

You may use AI tools for tasks such as:

- Generating ideas
- Checking spelling and grammar
- Improving structure

However, we ask that you do not use AI to write the body of your application.

What matters most to us is understanding your personal motivations, experiences and individuality. Your application should reflect your own voice and perspective.



Get in touch: 0117 929 2811

Prudential Buildings · 11-19 Wine Street · Bristol · BS1 2PH

wards.uk.com

13 offices located across the South West

Bradley Stoke | Central Bristol | Clevedon | Clifton | Henleaze | Keynsham
Nailsea | Portishead | Staple Hill | Thornbury | Weston-super-Mare | Worle | Yate