

TENANCY APPLICATION - CRIME

CRITERIA AND ASSESSMENT

Name of Candidate:		Interview result:	
<u>SELECTION CRITERIA</u>		RATING	
		Maximum scores possible	Scores given by individual marker
Intellectual strength. <i>Academic or professional qualifications and grades; academic research; publications that demonstrate use of intellect; aspects of professional work that illustrate intellectual strength; performance at interview.</i>		15	
Technical legal knowledge and professional skills. <i>Evidence of the application of technical legal knowledge and/or demonstration of forensic skills, client care etc. Consider performance during interview, seminars, reported cases, judicial testimonials, comments within judgments, testimonials / reports from senior juniors/Silks, solicitors, pupil supervisors</i>		15	
Motivation/commitment. <i>Defined commitment:</i> <i>a. To actively commit to building a crime based practice over the next 5 years</i> <i>b. the wider interests, objectives and values of 36 Crime / Chambers.</i>		15	
Leadership and interpersonal skills. <i>Ability to maximise efforts of others towards achievement of a goal. Sensitivity to people and situations. Collegiality. Team player. Temperament. Ability to remain objective while working long hours against deadlines. Creativity.</i>		15	
Impact. <i>Articulate, confident but perceptive.</i>		15	
Quality of current practice. <i>Where possible, this should be assessed relative to the same or similar work at 36, at a similar level of experience. Receipts and general reputation (if there is one) are strong indicators</i>		10	
Candidate's potential for practice development. <i>Potential to develop (or further develop) good specialist practice at 36</i>		15	
Evidence of integrity. <i>"Integrity" is the quality of being honest, best illustrated by ethical behaviour, good character, sound principles etc. Integrity can be found within various aspects of a candidate's life, study or work; from written materials presented for interview (including testimonials), and from exchanges in interview. *** <u>THIS IS A CRITICAL CRITERION</u> - Start at Grade (b) ("presumed" integrity) and move up or down according to the evidence. A candidate not graded at least (b) ("presumed" integrity) would not normally be considered suitable for tenancy, irrespective of scores on other assessment criteria above. If the Panel as a whole has "real doubts" as to integrity, further inquiries may be appropriate or the HoC or EB may be asked to take a view on the integrity/ethical issue.</i>		GRADINGS FOR INTEGRITY: (a) High (b) Presumed ----- - (c) Real Doubts (d) No integrity	
TOTAL		100%	

****No candidate graded “C” or below by the full Panel, should be recommended for tenancy.**

OVERALL RATING	A 80+	B+ 70-79%	B 60- 69%	C 50- 59%	D 40- 49%	E 0- 39%
1. Individual marker (after interview but BEFORE any discussion with other panel members, tick a box)						
2. Panel decision (AFTER panel discussion, tick the box which reflects the panel's overall rating assessment; may be unanimous or by a majority)						

A = Outstanding; B+ = Very Good; B = Good;

C = Adequate; D = Inadequate; E = Poor