



Start Your Career With  
**WINN**solicitors



Meet our newest trainee  
*Andrea Turnbull*



## FOREWORD

The first decision of your career is one of the biggest you'll make. Choose Legal 500 firm Winn Solicitors and you'll enjoy a fast-paced and ambitious working environment, with excellent training and development opportunities.

We believe in investing in our staff, and enjoy watching them grow and progress within the company. We are proud of our 'Investors in People' status and continue to seek new ways to support staff in developing throughout the legal profession.

Our reputation as a leading personal injury firm means that we are constantly growing and evolving. As a result of this, employee prospects are excellent. We recruit the best graduate talent each year, and award training contracts to those who perform well.

We don't just focus on academic results – we look for dedicated team players, with the drive and organisation skills to take the firm forward. Our team is diverse, and we recognise talent from all backgrounds. Our friendly, rewarding and inclusive culture means that many of our staff spend their whole career with Winn Solicitors; we hope you'll be one of them.

**Jo Amos**  
Associate Director and Training Principal



## ABOUT WINN SOLICITORS

Winn Solicitors is a national law firm, founded in 2002. We have grown from a team of eight into a Legal 500 company with over 380 employees across the group, and we have no plans to stop there! Fast-paced and dynamic, we're always on the lookout for graduates who share our motivation to succeed. We know that our status as the most progressive claims management firm in the industry is down to the people who work for us, which is why we continue to place so much emphasis on rewarding our staff. Our company-wide open-door policy is a key part of our success; we recruit the brightest talents, and we welcome their ideas and contributions.

Our firm is built on a philosophy of investment; an investment in people, in infrastructure and in the community around us. Our commitment to progress extends beyond the walls of our offices, too. We are proud to be based in the North East and we acknowledge our obligation to care for the wider community in which we serve. Simply employing people from the local area isn't enough for us, which is why we work on a number of charitable projects across the region.

We aim to inspire and challenge, nurture talent and share successes which add value to the business and staff alike. We are committed to hiring graduates with excellent potential, and rewarding hard work and achievement. We want motivated employees to join and remain with our growing teams, which is why our training programmes and personal development schemes are among the most competitive in personal injury law.

## OUR VALUES



We recognise the importance of our staff by offering careers with real value. From internal training schemes to financial support for those pursuing professional or academic qualifications, we ensure staff have the tools they need to move forward in their careers.



Excellence is always rewarded with genuine promotion opportunities, access to professional development initiatives and the chance to help shape the future of our dynamic business. As an equal opportunities employer, we ensure that opportunities and rewards are open to all.



We are a thriving, financially successful and expanding business, proud of our North East roots. We believe we have a corporate responsibility to support our local community. We provide sponsorship and support to local charities and events, as well as contributing to the local economy through job creation at all levels.

## OPPORTUNITIES WITH WINN SOLICITORS



### Training Contracts

As a growing firm, we have a wealth of opportunities available for the right people. Due to our success, we are able to offer a rolling programme of training contracts within the company. We take recruitment seriously, and once we find the right people, we invest in them throughout their time at Winns.



### Graduate Recruitment

We work closely with local universities to identify graduates who will thrive in our fast-paced and ambitious working environment. Graduates are generally hired into legal support roles, gaining experience within our costs, trials and clerks teams, prior to earning a training contract.



### Work Placements

We understand the importance of work placements in shaping your future career. That's why we offer graduates the opportunity to gain useful experience at our busy firm. You'll receive support, structure, and opportunities to get involved – we won't leave you making the coffees!







“ I thoroughly enjoy working at Winns. I would recommend anyone looking for a training contract with an interest in personal injury to come and join our fantastic team. ”

**Liam Warren**  
Solicitor

## TRAINING CONTRACTS AT WINNS

As a growing firm, we offer aspiring solicitors excellent opportunities for training and development. Our success means that we can offer a rolling programme of training contracts.


We are unique in our approach to offering training contracts – we only offer them to internal applicants. Initially, you'll join us as a legal clerk or assistant, which will help you to gain valuable experience of managing your own case load. We offer hard-working and dedicated staff the opportunity to progress on to a training contract quickly.

Usually, a training contract will take around 24 months to complete. During this time, you'll have the opportunity to work in multiple seats across our costs, clerks, trials and litigation teams. You'll have opportunities to run your own cases to court, liaise with barristers and gain skills in advocacy, under the guidance of experienced personal injury solicitors.

*"Working for Winns has given me the opportunity to gain practical experience as a Legal Clerk. Most solicitors in other firms would not have the chance to achieve this. I have been privileged to have worked with some of the best solicitors and counsel in the PI industry. Winns are almost unique in that they only offer training contracts to in-house graduates and for these reasons I could not imagine qualifying anywhere else." - Lee Kipling, Solicitor*

If you're interested in undertaking a training contract with Winns, take a look at our current vacancies and start your career with us.





“ Having my own files motivates me to learn as much as I possibly can, and do the best that I can. It is a learning curve but that is what motivates me. ”

**Morgan Farr**  
Legal Assistant

## MORGAN FARR, NORTHUMBRIA LAW SCHOOL GRADUATE

After graduating from Northumbria University with the M Law degree, I joined Winn Solicitors in May 2018 and have been working in Part 7 as a legal assistant. In that role, I was doing phase 2's and then I moved on to do consistency reviews, and help with fees documents.

We are a team of legal assistants and we help each other out with what we are doing. We all sit together so it is easy to find the help and support you need.

As part of my progression to fee earner, I was given 20 files of my own. It is a learning curve but that is what motivates me; having the files to deal with. Having my own files motivates me to learn as much as I possibly can, and do the best that I can.

I didn't think it was going to be as friendly as it is at Winn Solicitors. This is my first job straight out of university and I was anticipating a really strict environment, but it's really not. I enjoy that.

Ideally, I'd like to make the progression through to a training contract, with view to being a solicitor at the end of it.



“ I like that I have climbed a lot further up than friends at other law firms. They are not given much responsibility...I'm in the thick of it. ”

**Joseph Timlin**  
Solicitor



## JOSEPH TIMLIN, NEWLY QUALIFIED SOLICITOR

I started in 2015 at Winns as a legal assistant, and did that until the December of that year, before being made a legal clerk. I got the training contract in the April after that so I have worked my way from the bottom to the training contract, which lasted a year and a half. I qualified in September 2018.

Each seat that you do for six months, you have a mentor for that seat, and then there is an overall mentor. The latter look after all the forms to get you to that point. There was a lot of help from the solicitors themselves as they were going through the process too. It is one of those things that because it is fresh in their mind, they have only just done what you're about to do, they can help you and then you pass it on to the next batch of trainees. It becomes a tight-knit group.

I like that I have climbed a lot further up than friends at other law firms. Some of them in the training seats are still spoon-fed a bit and they're not given much responsibility, whereas I'm in the thick of it. If there's a particularly challenging file, I'll be given it.

There's a sense that I am trusted to do things. They're happy to do that here at Winn Solicitors. Being at a senior level quite early on is a really good thing.



## ACCREDITATIONS

Winn Solicitors are an award-winning firm. We are recognised both within our industry and across the board for our commitment to our staff and our clients. The following accolades highlight the quality of our work, and our commitment to your future:

**Lexcel** - We have maintained this prestigious practice management standard since 2011. Lexcel is only awarded to solicitors who meet the highest management and client care standards, so you know you're among the best in the industry.

**Investors in People** - Our staff are important to us. We believe in providing training and development opportunities for all, and our graduates are no exception. Part of our commitment to investing in people involves ensuring that our staff have a good work-life balance.

**Action on Hearing Loss** - We're proud to be accredited by national charity Action on Hearing Loss, as part of their Louder Than Words best practice charter. The charter sets out best practice standards for organisations that strive to offer excellent service and accessibility to staff and customers who are deaf or hard of hearing.

**Legal 500** - Our Legal 500 status identifies us as one of the leading law firms in the country. Working for a Legal 500 firm, you can be sure that you're working alongside, and learning from, those with the highest quality of professional expertise.



**w:** [winnsolicitors.com](http://winnsolicitors.com)

**e:** [hr@winnsolicitors.com](mailto:hr@winnsolicitors.com)

**t:** 0191 276 1000

**twitter:** @winnsolicitors

**Lexcel**  
Legal Practice Quality Mark  
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IN PEOPLE

| Accredited  
Until 2020

**ACTION ON  
HEARING  
LOSS**

**The  
LEGAL  
500**  
UNITED KINGDOM

LEADING FIRM  
2017

Winn Solicitors Ltd, Brinkburn Street, Byker, Newcastle upon Tyne, NE6 1PL