

A woman with long brown hair, wearing a black sleeveless top, is smiling and looking at a man. The man has a beard, glasses, and is wearing a light blue striped shirt and dark trousers. He is holding a black folder. They are in an office setting with desks, computers, and other people in the background. The image has a blue tint.

Start Your Career With
WINNsolicitors



Meet our newest trainees
From left to right: Haleema Gohar, Josh Armstrong, Liam Warren



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 status as 'Investors in People – Gold Standard' 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 at 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 350 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 up to 12 internal training contracts within a rolling annual programme. We take recruitment seriously, and once we find the right people, we invest in them.



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
Trainee 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 up to 12 training contracts a year within a rolling programme.

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 18 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, that most solicitors in other firms would not have the chance to achieve. 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, Trainee Solicitor

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



“ The support structure is a great aspect of the firm and I have always felt that I could seek guidance from my colleagues, and the management team. ”

Nikita Bos
Solicitor

NIKITA BOS, NORTHUMBRIA LAW SCHOOL GRADUATE

I joined Winn Solicitors as a legal clerk four years ago after completing a work placement with the firm. I was offered a training contract after a year and a half of employment, which I have recently completed.

I've been working in the litigation team for several years now, and since qualifying as a solicitor, I've been involved in several high profile court of appeal cases, including Nesham V Sunrich Clothing Ltd and Philips V Willis. Our success in these cases has had a real impact on the industry, and is a career highlight for me.

Day-to-day, I enjoy my work within the litigation team as it gives me the opportunity to deal with complex issues of law, litigation and business. I feel that my knowledge and skills have rapidly progressed since I joined the team. I also really enjoy working with my team, and colleagues from other departments.

Throughout my time at Winn Solicitors, I've received exceptional guidance and mentoring. The support structure is a great aspect of the firm and I have always felt that I could seek guidance from my colleagues, supervisors and the directors. I regularly attend in-house training sessions and I have also been involved in delivering training to my colleagues. The firm has always been very good to me in terms of my progression and I have been generously rewarded for my hard work.

To read more about Nikita's journey, visit our HR website: winnsr.com/news

“ The training contract offered to me by Winn Solicitors has enabled me to learn and develop new skills in a supportive environment. ”

Katherine Butcher
Solicitor



KATHERINE BUTCHER, NEWLY QUALIFIED SOLICITOR

I've just qualified as a solicitor after completing my training contract with Winn Solicitors. This was a real achievement for me and has enabled me to learn and develop new skills in a supportive environment.

I joined Winn Solicitors three years ago from another firm, having previously worked for True and Bond Dickinson in re-mortgaging, repossession sales and litigation. Prior to this, I studied Law at Northumbria University.

After a short period as a fee earner at Winns, I was awarded a training contract with the firm, which gave me the opportunity experience different areas of the business. I enjoyed working in different areas, as it provided me with a further understanding of the many aspects of a Personal Injury claim, which I have found to be very beneficial in my current role.

I initially started as a Solicitor in the trials team, dealing with disputed and admitted RTA claims; however I am currently working in the Fraud team, dealing with claims involving allegations of Fraud and Low Speed Collisions.

Winns has provided me with guidance, support and progression to enable me to qualify as a Solicitor. Working at Winns is great – each day brings a new challenge!



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 Gold - 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.

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