



KEATING  
CHAMBERS

# **BUILD YOUR FUTURE AT A WORLD RENOWNED CONSTRUCTION SET**

**PUPILLAGE**

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*Thank you for considering making a pupillage application to Keating Chambers. As Head of Chambers, I want to personally assure you that, whatever your race, culture, gender (if any) and socio-economic background, your application here is genuinely welcome. We are looking for those people who will make the best construction barristers and we want to include you in our searches. We are impatient for change and, this year, I know we have made a huge effort to prepare a fair recruitment process, by making significant improvements to our selection criteria and process and by taking the best advice from specialists. Members of Chambers are already extensively involved in many mentoring and outreach schemes, and over the coming year, we plan a whole series of initiatives to welcome diverse candidates and to assure all potential candidates that Keating Chambers is a welcoming and inclusive environment. I wish you every success.*

Alexander Nissen KC

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# About Keating Chambers

Keating Chambers has 31 silks and 37 juniors practising commercial law with a focus on:

- Construction & Engineering
- Energy & Natural Resources
- Infrastructure & Utilities
- IT & Technology
- Offshore Construction & Marine Engineering
- Planning & Environment
- Procurement & Competition
- Professional Negligence
- Property

Keating Chambers is a leading commercial set and one of the two top construction chambers in the UK and worldwide. We won The Lawyer's Chambers of the Year in 2020. We have won Chambers & Partners Construction Set of the Year most years for the past 14 years. We are consistently top ranked by the

directories, both as a set and for individual members, in all our core practice areas.

Chambers' area of practice is dynamic and challenging. Most of our cases are contractual disputes, but principles of tort, restitution, mistake and misrepresentation frequently arise. The cases are intellectually challenging and the complexity of the disputes requires thorough analytical skills. Cases involving members of Keating Chambers are regularly featured in The Lawyer's "Top 20 Cases of the Year", including in 2020, 2021 and 2022. **We emphasise that no specialist or technical knowledge of construction or engineering is required or assumed: no questions are asked about this at any stage of our recruitment process, and it forms no part of selection for pupillage.**

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*"Keating Chambers is unrivalled at the construction bar. They have an array of world class silks and up and coming juniors who are leading experts. You know they will always exceed high expectations. Keating Chambers is what all sets should be like."*

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# Pupillage

## How to apply:

All applications should be made through the Pupillage Portal on the Pupillage Gateway website:

**[www.pupillagegateway.com](http://www.pupillagegateway.com)**

## Funding

We offer up to three 12-month pupillages with an award of £75,000. Of this, an advance of £25,000 is available for drawdown early for BPC fees (incurred or to be incurred) or other expenses at the pupil's request.

We are currently partnered with Gray's Inn to fund a £15,000 social mobility scholarship, designed to support bar course students from backgrounds underrepresented at the bar. For more information about this scholarship as well as other funding support, please visit: [www.keatingchambers.com/recruitment/pupillage/funding](http://www.keatingchambers.com/recruitment/pupillage/funding)

## The selection process

Our website has extensive guidance for all four stages of our selection process: (1) application form; (2) written case study; (3) first interview; (4) second interview.

At each stage candidates are assessed against our Selection Criteria. They are: (i) intellectual ability; (ii) the ability to work in teams; (iii) written advocacy; and (iv) oral advocacy. Extensive guidance and definitions are included on our website to provide as much transparency as possible. You should use the Selection Criteria as a guide to every stage of the process: [www.keatingchambers.com/recruitment/pupillage/assessment-process](http://www.keatingchambers.com/recruitment/pupillage/assessment-process)

## Mini-Pupillage

A mini-pupillage is a good way to familiarise yourself with us and our work, and we recognise the importance it plays in the decisions you take about the direction of your career. Usually, mini-pupillages will be 1-day in-person placements where you will be allocated a supervisor who will arrange a varied and stimulating introduction to life in Chambers. If required, we can offer virtual mini-pupillages, which will be undertaken in groups.

Application forms for mini-pupillages are available on our website. There are two rounds of applications in each calendar year. More information can be found here: [www.keatingchambers.com/recruitment/mini-pupillage/application-for-mini-pupillage](http://www.keatingchambers.com/recruitment/mini-pupillage/application-for-mini-pupillage)



# Diversity & Inclusion

We are fully committed to diversity and inclusion in both recruitment and the provision of services and all applications (be it for staff, tenants, pupils or mini-pupils) are considered on merit alone. All our selection procedures are operated without discrimination.

We are a friendly and welcoming set. We want to ensure that we attract the best candidates, offer the best candidates a pupillage and retain them as tenants. We want our chambers to reflect the diversity of the people we serve and seek to serve, and we recognise that the best barristers do not all come from the same mould. At the 2021 Chambers & Partners Awards, Keating Chambers were nominated for the Outstanding Set for Diversity & Inclusion award.

We participate in many initiatives and events, and employ a number of policies, to help improve diversity and inclusion at Keating and more widely at the Bar. These include:

- **Keating Chambers & Lamb Buildings Summer School** – open to students with an interest in Commercial, Criminal, or Civil Law, this virtual summer school included sessions on what it is like to practice in these areas, pupillage applications, interview skills, advocacy and life as a pupil.
- **Bridging the Bar (BTB)** – we are proud to be Founder Members of BTB; an organisation

dedicated to increasing diversity at the Bar by achieving three objectives (1) access to equal opportunity, (2) mentorship and (3) transparency.

- **10,000 Black Interns Programme** – we were one of the first five sets of chambers to sign up to the 10,000 Black Interns programme. The aim is to provide training and development opportunities and to create a sustainable cycle of mentorship and sponsorship for the Black community.
- **Mentoring for Under-Represented Groups at the Bar** – we are working with nine other sets on a mentoring scheme for underrepresented groups at the Bar. The purpose of the scheme is to support and encourage individuals from groups which are underrepresented at the Bar to pursue careers as barristers.
- **Women at the Commercial Bar Annual Event** – an informal event featuring short talks from female barristers of various levels of seniority at Keating Chambers, a keynote speech from a female judge, and the chance to network with male and female barristers from Keating.
- **Our Equal Opportunities Policy** – we recognise that maintaining diversity and inclusion throughout chambers is not a task that ends with fair recruitment. Our Equal Opportunities Policy is extensive and includes sections on parental leave, fair access to work, flexible/part-time working and anti-harassment.

For further information on our diversity and inclusion initiatives, please visit our website: [www.keatingchambers.com/recruitment/diversity-and-inclusion](http://www.keatingchambers.com/recruitment/diversity-and-inclusion)

A nighttime photograph of the Dubai skyline. The Burj Khalifa is the most prominent feature on the left, illuminated with blue and white lights. The city is filled with other skyscrapers and buildings, their lights reflecting on the dark sky. In the foreground, a complex highway interchange is visible, with long-exposure light trails from cars creating streaks of orange and white. The overall scene is a vibrant, high-angle view of a modern metropolis at night.

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*“Keating has a thriving international arbitration practice. Members of chambers are instructed on prestigious and high-value projects globally, from Hong Kong, Singapore and Australia, across the Middle East and in Africa and South America. These include iconic buildings such as the Burj Khalifa in Dubai, major infrastructure projects such as airports, train lines and mining, and extensive energy and shipbuilding work, all routinely involving disputes of over \$100m. New tenants wishing to develop a practice in international arbitration can expect to work closely with the project team and solicitors, usually involving visits to the relevant country and often to site.”*

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Lucy Garrett KC



# Life as a Pupil

Pupils are normally allocated four supervisors over the course of their 12-month pupillage. This ensures that each pupil sees a variety of work of differing levels of complexity within Chambers and broadens their exposure to different working styles.

Keating Chambers is committed to providing all of its pupils with comprehensive training in the core skills required for practice in our field. We have been shortlisted as “Best Chambers for Training” by Legal Cheek following their 2021 pupil survey. Pupils prepare drafts of pleadings, advices, and skeleton arguments for their supervisor or other member of chambers. They also attend conferences with clients, and hearings in court, arbitrations, adjudications and mediations. In the first three months, the pupil will work almost exclusively for their pupil supervisor. Thereafter,

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*“Everyone encountered [at Keating Chambers] is professional, welcoming, and friendly.”*

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Legal 500 2023

the pupil will do work both for their supervisors and for other members of Chambers.

We place a great deal of emphasis on the quality of our advocacy. We organise a series of assessed exercises in which our pupils compete against each other in mock court hearings, based on real cases, to ensure that our pupils are fully prepared for practice as specialist advocates. In the second six months, we also get our pupils into court as much as possible.

Our aim is for pupils to become fully integrated into life at Chambers from the outset and they are therefore invariably involved in Chambers' social and marketing events. We have been awarded a Wellbeing at the Bar Certificate by the Bar Council, and in 2022 we were awarded Best Chambers for Social Life at the Legal Cheek Awards.

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*“There is ample opportunity for junior practitioners to be instructed in their own right, and to therefore develop their individual case management and advocacy skills at an early stage.”*

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Wen Jin Teh, Barrister (Pupil in 2020/21)

# Life as a Junior Tenant



Life as a junior tenant is busy and varied. In the early years our tenants can expect to run their own cases both in the County Court and in the High Court. They will also be working with more senior members of Chambers as junior barristers in higher value disputes. We place great emphasis on advocacy skills and seek to ensure our juniors are in court as much as possible.

We are a friendly and sociable Chambers. You can expect a lively social life and a great deal of Chambers camaraderie. All members of Chambers will be very willing to assist with advice and discussion of your cases.

## Earnings

In their first years of practice, tenants can expect earnings equivalent to those in other top sets of commercial chambers. This means earnings of at least £150,000 in the first year of tenancy, and increasing significantly thereafter.

## Support

From the start of tenancy, each member is assigned two mentors (one junior and one silk) for support during their first 18 months. The mentors will be on hand to offer both practical and pastoral support to help in the early stages of developing a career as a barrister.

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*“I wish I had known about the invaluable support network that awaited me. Barristers, solicitors, clerks and chambers’ staff are always on board to offer support.”*

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Harriet Di Francesco, Barrister



## Useful links

**Website:** [www.keatingchambers.com/recruitment/pupillage](http://www.keatingchambers.com/recruitment/pupillage)

**Twitter:** @KeatingPupils or @KeatingChambers

**Instagram:** [keating\\_chambers](https://www.instagram.com/keating_chambers)

**LinkedIn:** [www.linkedin.com/company/keating-chambers](http://www.linkedin.com/company/keating-chambers)

**YouTube:** [www.youtube.com/c/KeatingChambersKC](http://www.youtube.com/c/KeatingChambersKC)

**Podcasts:** [www.keatingchambers.com/resources/podcasts](http://www.keatingchambers.com/resources/podcasts)

**Pupillage Gateway:** [www.pupillagegateway.com](http://www.pupillagegateway.com)

**Chambers Student Guide:** [www.chambersstudent.co.uk](http://www.chambersstudent.co.uk)

**Target Jobs Law:** [www.targetjobs.co.uk/organisations/keating-chambers](http://www.targetjobs.co.uk/organisations/keating-chambers)

**The Bar Council:** [www.barcouncil.org.uk/careers](http://www.barcouncil.org.uk/careers)

**Legal Cheek:** [www.legalcheek.com/the-chambers-most-list](http://www.legalcheek.com/the-chambers-most-list)

## Contact us:

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Our building is accessible to people using wheelchairs (save for the sixth floor balconies, which currently have a couple of steps). We have a step-free accessible entrance from the street, internal lifts to all floors, and a wheelchair-accessible toilet on one of our conference floors.

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