



Overview of Linklaters' interview process

- Linklaters online assessment
- Assessment centre
 - HR Interview
 - Case study
 - Senior Associate/Partner Interview
- Vacation scheme
 - Assessed work
 - TC interview
- Training contract offer

Linklaters' online assessment

It is recommended that you spend 60-90 minutes on this assessment but it is not timed so there is no need to rush. The assessment comprises a series of tasks which resemble a trainee's day-to-day and assess one's compatibility with the role. This initial application stage is unique since the emphasis is not on the experience you have accrued in the commercial law space but your ability to perform in a trainee solicitor simulation.

We advise looking at Linklaters' Agile Mindset Framework before you complete the online assessment (it'll also be at the bottom of this document for your reference). This framework details all the qualities and skills Linklaters look for in a trainee lawyer and it is your job to showcase these skills in the online assessment. Although it is difficult to prepare for, you could complete Linklaters' virtual internship before you tackle the assessment. The virtual internship is a lot more intensive but will give you a good indication of the role trainees play on a particular deal. This perspective can be useful when completing the assessment.

Despite it being a Linklaters specific assessment, that doesn't mean you can escape the Watson Glaser that easily. At the end of the assessment, there are some Watson Glaser questions for you to complete. This test is less than half of a normal Watson Glaser test so don't panic, but do prepare.

Assessment centre - HR interview

You can expect for this interview to be centred around your competency and motivations for joining a commercial law firm. Competency questions such as 'tell me about a time you've worked in a team/showcased leadership' are very common, so search competency interview questions for an exhaustive list. Write down two examples from your experiences for each competency - try and avoid duplicates where possible. This exercise will show you how much you have achieved thus far, or may inspire you to get a bit more involved whilst you can.

When answering competency questions, the STAR technique is very reliable. First you describe the Situation, so give context to the experience. Next describe the Task you were faced with and what ACTION you took to complete this task. You can also mention certain adversities you faced whilst completing the task. Finally, you should comment briefly on the RESULT you achieved. Be as specific as possible and make sure to use quantifiers (e.g. the event that I hosted led to 20% more students buying Law Society subscriptions)

The motivation questions require a bit more research and introspection. Questions such as why commercial law, why x firm and why you are staple motivation questions, and it is imperative that you are prepared for these. We recommend you having three key reasons for wanting to get into commercial law, and saying this when answering the question. It shows you have thought about the question, and helps you structure your answer to prevent waffle.

We recommend drawing on your experiences in the commercial law space, whether that be open days, internships or any other contact-time experience. What was it that you learnt or enjoyed learning which is indicative of the commercial law sector as a whole? Also draw on your personal experiences where you have exhibited skill. Try and touch on transferable skills particularly pertinent to commercial law as this shows you have the potential to thrive in this space.

Finally, it is important to be original with motivational questions. Answers like I want to work in commercial law because the work is international is something everyone will say. There's nothing wrong with using a point like this, but put an interesting spin on it. Maybe given an example of a complex multi-jurisdictional deal that you found particularly appealing. As long as your answers are original and compelling, HR should not doubt your genuine interest in commercial law

For more help on this kind of interview check out our competency & motivation interview document.

Senior Associate/Partner interview

Once you have completed the case study, lawyers from the firm will interview you and ask you about it. For guidance on how to tackle case studies, check out our case study document. The rest of the interview tends to be difficult to predict. You could be given a crisis management scenario and asked what you would do to manage it, or the remaining time could consist of an informal conversation. The important thing is to be confident and respectful at the same time.

Don't let the prospect of a Partner interview shake your confidence, as coming across nervous or reserved will affect your performance. If the rest of your interview is less structured, do not be afraid to make it a conversation. Ask the interviewer a couple of questions, build on what they tell you and dictate the conversation to your strong points. There is a fine line between taking some control and hijacking the interview. Thus, do make sure you maintain some control over the discussion but also remember that you are the interviewee. When asked if you have any questions at the end, this is a perfect opportunity to showcase that you were listening when the lawyers told you about themselves. Make sure to address questions to both interviewees if applicable.

The final tip we have for this interview is make sure your body language is positive. You need to show, with your face, your hands and your posture that you are happy to be there and you're finding the interview enjoyable (as enjoyable as an interview can be!)

Linklaters Agile Mindset Framework

Empathy <ul style="list-style-type: none">• Interpersonal skills• Respect• Working with others/one team	Divergent thinking <ul style="list-style-type: none">• Critical thinking• Intellect• Technical capability
Entrepreneurial outlook <ul style="list-style-type: none">• Commercial thinking/awareness• Excellence• Resource and work management	Social & emotional intelligence <ul style="list-style-type: none">• Integrity• Leadership• Motivation• Oral/written communication• Resilience

The Agile mindset framework is Linklaters' criteria for assessing potential in a budding commercial lawyer. Make sure to have this in contemplation at every stage of the assessment process. So long as you can showcase a wide range of these qualities, the firm will believe you have the potential to become a successful commercial lawyer.

Conclusion

All that's left to say is best of luck! Linklaters' process is quite extensive but if you follow the tips in this guide then you should be more than prepared for anything they throw at you. To gain a bit more insight into Linklaters as a firm and what life is like there, do not be afraid to reach out to trainees and associates. There will be professionals there who will be more than willing to answer your questions and learning from them can give you a unique experience which you can build upon in your interview.