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Cleaver Fulton Rankin is a market leading commercial law firm in Northern Ireland providing a full legal service to both commercial and private clients, including family businesses, SME's, international & global companies, government bodies, public sector organisations, financial institutions and charities.



90+

Employees

16

Directors

Over

125

Years of
Heritage

Up to

4

Trainees hired
each yearLEGAL
500Award Winning
Law FirmWe are certified
**INVESTORS IN
PEOPLE****Key Facts**

- Located in the heart of [Belfast city centre](#) with established links with many [City of London](#) law firms and other [national and regional](#) firms.
- Associated with Dublin commercial law practice [Matheson](#) to provide an [all island service](#) for our clients undertaking business throughout Ireland.
- Organised into six core departments: [Corporate](#), [Property](#), [Employment & Immigration](#), [Dispute Resolution](#), [Consultancy](#) and [Private Client](#) which are supplemented by niche units specialising in areas such as [Construction](#), [Banking & Finance](#), [Planning & Environmental](#) and [Insolvency](#).
- Growing team of [legal professionals](#), [business professionals](#) and [support staff](#).
- Committed to delivering a [client focused service](#). This means excelling at servicing our clients, understanding the needs of our clients and delivering the best possible results to them.
- Ranked [best in class](#) according to UK Legal Directory, [Chambers & Partners UK](#), where we excelled in recent rankings based on technical legal ability, client service, professional conduct, commitment, diligence and commercial astuteness qualities demonstrated by our team.

At Cleaver Fulton Rankin we are proud to work with some of the most successful businesses in Northern Ireland. These include:



“Clients note that the lawyers are **efficient and enthusiastic; they instill confidence. They provide clear, concise and honest advice.**”

– Chambers & Partners UK

“Clients praise the firm for its **imaginative solutions, responsiveness and good local knowledge of the courts.**”

– Chambers & Partners UK

“They are a very close team that work collaboratively across all legal disciplines. Clients say: **They’re ahead of the game in terms of advice.**”

– Chambers & Partners UK

“Another interviewee explains: **The firm has an obvious strength in depth with lawyers of clear expertise across a number of legal areas.**”

– Chambers & Partners UK

“A client says the team is **very knowledgeable, easy to work with and very well resourced.**”

– Chambers & Partners UK

The firm offers two training programmes. Each programme will give you the opportunity to experience life in a commercial law firm - whether you're curious to know if a career in law is for you or you've made your career decision.

**1.****Work Experience Programme****Places:**

Places available throughout the year

Duration:

Up to 1 week

**2.****Trainee Solicitor Programme****Places:**

Up to 4 trainee solicitors hired each year

Duration:

2 years

"At Cleaver Fulton Rankin you can be assured you will receive the highest level of comprehensive training and support to help you achieve your development every step of the way".

— Kerri Bradley, HR Director

1. Work Experience Programme

We are delighted to offer students at school or university level the opportunity to attend a one-week placement at the firm. A short-term placement provides an insight into working at a commercial law firm, the role of a solicitor, as well as giving you first-hand experience of the court environment.

By working alongside our solicitors you will get a feel for who we are and will develop skills, contacts and learn more about the kind of career you would like to pursue. On completion of a placement, you will feel confident in having experienced the best of what we do in a commercial law firm.

“ The Work Experience Programme is a fantastic way to experience the work and culture of Cleaver Fulton Rankin. Attending a one week placement confirmed that I wanted to study law and become a lawyer. ”

– Lisa Robinson, Student



2. Trainee Solicitor Programme

At Cleaver Fulton Rankin we provide learning and development opportunities for those who wish to become the next generation of lawyers within a leading commercial law firm.

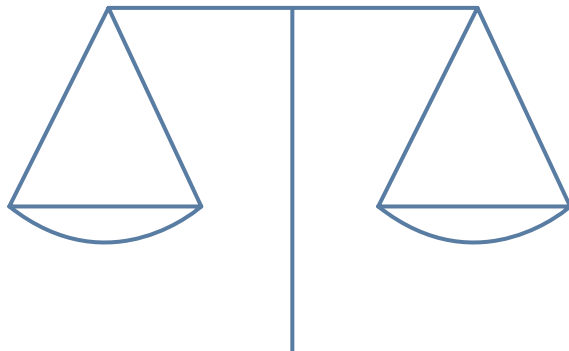
Each year we recruit up to 4 trainees who complete a full 2-year training programme with the firm. They become valued members of our team, working alongside our skilled solicitors on cases and matters.



Solicitor Training Programme

As a trainee solicitor at Cleaver Fulton Rankin, you will be given the tools to accelerate your personal growth on the path to becoming a solicitor. From the get-go, you have the opportunity to develop your skills across a wide range of legal practice areas. Each trainee has the opportunity to spend a period of up to six months in four different department seats including Dispute Resolution, Corporate, Private Client, Environment & Planning, Commercial Property and Employment & Immigration.

Our trainees don't just listen and learn, they work alongside experts and leaders in their field of law on active cases and support the lead solicitor on delivering elements of the work. This fantastic exposure and approach to learning ensures that our trainees develop the knowledge, skills and behaviours to become great lawyers.



Development & Training within Cleaver Fulton Rankin

– Aimee Donaldson, Trainee

“When I received the phone call from Aaron Moore, Trainee Programme Director, to offer me a training contract I couldn't have been happier. Cleaver Fulton Rankin was my preferred law firm due to its reputation as a market leader. It has a great reputation for providing excellent legal advice and building lifelong relationships with clients. The firm also understands the importance of work-life balance and encourages its trainees (and solicitors) to go home at a reasonable hour!

Cleaver Fulton Rankin has taken a hands-on approach to my training and development. From the very beginning they have involved me in high-value transactions and have made me feel like an integral part of the team – be it by asking me to draft key documents, meet new clients or attend informative seminars. The open door policy means it's very easy to ask lots of questions and bounce ideas off more experienced solicitors.

In addition, to further my skills and development I have a mentor in every department I am placed in, to provide advice, support, and constructive feedback. ”

Nurturing Talent & Developing Leaders

Developing talent is at the core of Cleaver Fulton Rankin. People are the backbone of our firm and the service we provide to our clients. We therefore invest in a broad range of development opportunities for all employees, no matter what their role.

Our CPD programmes are carefully designed to provide support to team members at every stage of their career. We go over and above the standard requirements to aid the continued personal development of all employees. We host seminars, workshops, webinars, lunchtime training sessions and specialist talks to engage our team in many types of training.

We also provide the opportunity for employees to take training courses externally, to gain the best knowledge and skills from specialists.

Being an excellent lawyer means more than just knowing the law. Our commitment is to provide industry leading training that will support you in developing not only your legal acumen, but also your communication, management and other required business skills.



Mentoring and Feedback

Feedback is an integral part of your development. As training progresses, you will have regular formal and informal reviews to discuss your progress and begin to identify your own personal career path.

On the journey to becoming a solicitor, you are encouraged to challenge yourself, set objectives, review your progress and to understand what you must focus on to develop as a specialist in your chosen area of law.

The firm's HR Director, Trainee Programme Director and your appointed Master will support you throughout the two-year programme, providing advice and regular feedback to guide your learning experience to become a fully qualified solicitor.

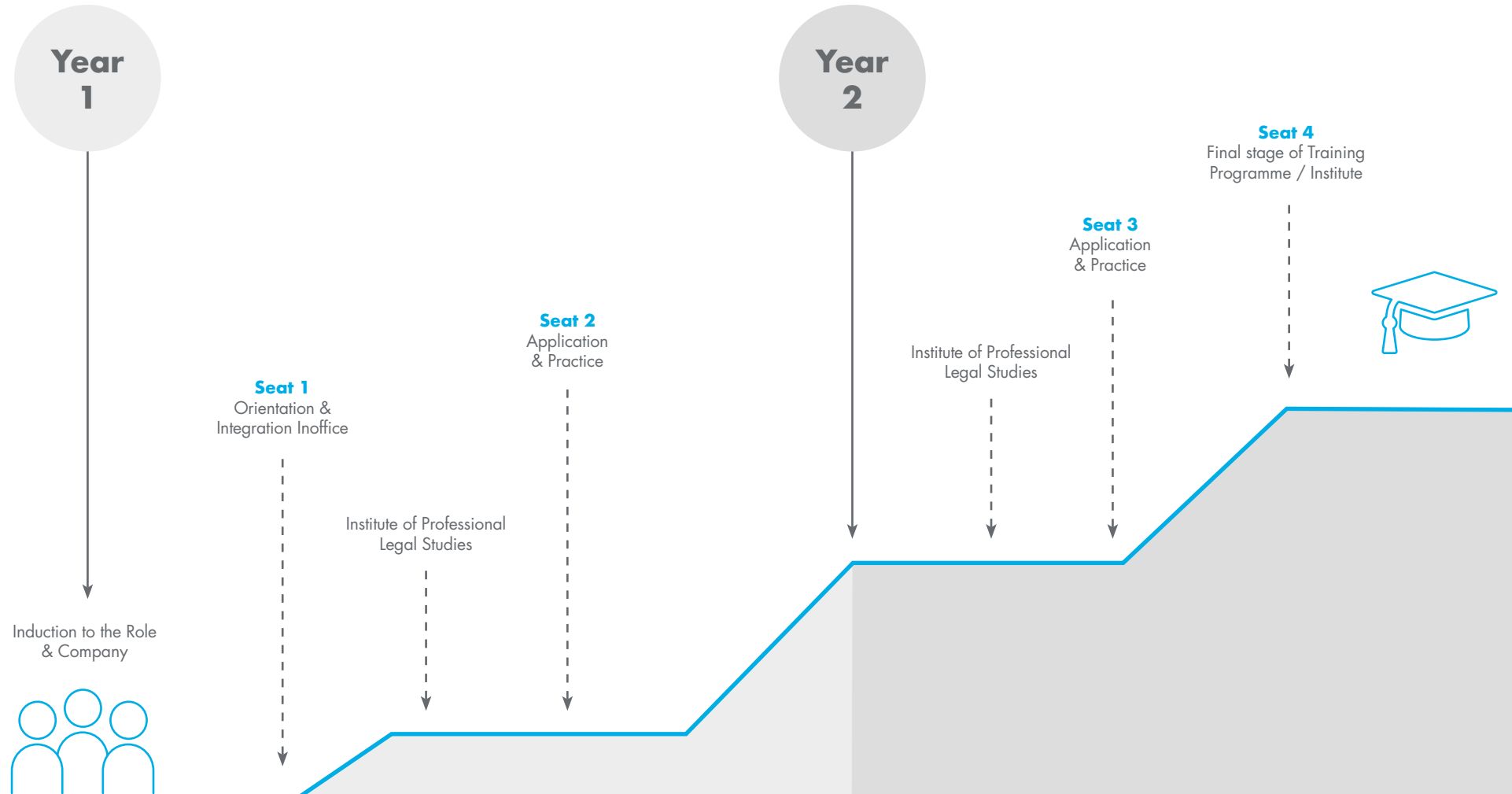


Growth & Development within Cleaver Fulton Rankin

– Kerri Bradley, HR Director

“ At Cleaver Fulton Rankin we place a strong emphasis on our recruitment, training and retention of the best commercial lawyers. We believe the key to our success is through creating a culture where our people can reach their full potential and feel supported at every level. We instil knowledge, grow and develop our people, and our trainee programme is a reflection of this. We provide trainees with the tools and support, to enable success and a long and prosperous career. We are delighted that many of our trainees have gone on to become successful lawyers and directors within our firm. This speaks volumes, highlighting that our HR approach and the quality of our Trainee Solicitor Programme is exceptional and effective. ”

Stages Of Your Journey With Us



Case Studies

Patrick Fleming

Director



“I began my journey at Cleaver Fulton Rankin as a trainee solicitor in 1997 and with support of the firm’s development programme, I was the first of my class of trainees to make it to Director. My job role has considerably changed from my first day in the firm and I am grateful for every experience Cleaver Fulton Rankin has given me to succeed and develop.

I can honestly say our firm places a strong emphasis on training, development of talent and progression support. Our firm is dedicated to developing the very best talent and retaining the best people. Through hard work and the eagerness to learn your journey as a trainee will be rewarding.

Cleaver Fulton Rankin have supported my career journey every step of the way from a trainee to Director. If you have a strong work ethic and desire to succeed our Trainee Solicitor Programme may be the right fit for you! ”

Kathryn Laverty

Senior Solicitor



“I studied Law at Queen’s University Belfast, graduating in 2012. My ambition as a student was to qualify as a solicitor and develop my career at a full service commercial law firm. I applied for a training contract with Cleaver Fulton Rankin as I felt the firm was the right fit for me and luckily I was offered a training contract to start in September 2013.

As part of my training contract I gained experience in each of the firm’s main practice areas: Private Client, Consultancy, Dispute Resolution, Corporate and Commercial Property. I was involved at the outset with on-going matters, gaining significant practical experience and client interaction and, just as importantly, gaining insight into office procedures. Throughout my training contract I had the support of a Trainee Director and a number of ‘buddies’ who were able to guide and assist me. In addition, we had monthly trainee lunches where the trainees and Trainee Director met in an informal setting to discuss progress, training and legal developments.

I qualified into the Corporate department as a solicitor in September 2015 and was promoted to Senior Solicitor in November 2017. Cleaver Fulton Rankin places a strong emphasis on training and development and has actively encouraged my career progression to date. My journey has been exciting, rewarding and not without its challenges, but Cleaver Fulton Rankin has supported me every step of the way. ”

Cleaver Fulton Rankin is a leading commercial law firm in Northern Ireland combining over 125 years of heritage with an innovative approach.

From our award-winning, talented team to the remarkable work we are involved in, there are many reasons to choose Cleaver Fulton Rankin as your employer. Our package provides you with a range of financial benefits, facilities and services to help you succeed.



Financial Benefits

- Competitive monthly salary
- Full salary paid whilst at the Institute of Professional Legal Studies (IPLS)
- Assistance with IPLS & Law Society fees upon permanent job offer
- First time buyer conveyancing service
- Industry leading training opportunities at no cost



Professional Development

- Dedicated training programme
- Specialist knowledge from legal experts
- Continuous feedback throughout your career
- Career development and planning
- Continuous Professional Development



Wellness

- Generous annual leave benefits
- Sickness policy
- Maternity & Paternity leave
- Free eye testing
- Discounted gym membership
- Pension scheme
- Interest free yearly travel ticket
- Childcare voucher scheme



Culture

- Dress down days
- Staff drinks every month
- Trainee lunches
- Volunteering opportunities
- Increasing leave based on service
- Christmas lunch
- Summer BBQ
- Golf outings

Equality & Diversity

Cleaver Fulton Rankin is an equal opportunities employer. We are committed to the fair treatment of our employees and clients, regardless of age, disability, gender, sexual orientation, race or religion.

We value every employee and are proud of our diverse workforce and inclusive environment, where all employees are supported to achieve their potential. We are especially proud to be championing gender diversity as one of the only Northern Irish Law Firms who have 43% female senior directors within our firm.

We are Investors in People accredited, an international standard for people management, defining what it takes to lead, support and manage people effectively to achieve sustainable results.

Responsible People. Responsible Business.

As a business, we play an important role within Belfast and the wider Northern Ireland community dating back over 125 years. We are committed to understanding, monitoring and managing our social, environmental and economic impact. This enables us to contribute to society's wider goal of sustainable development. This commitment is deeply ingrained in our core values and we aim to demonstrate these values through our actions and within our corporate policies.

Our Corporate Social Responsibility initiatives are at the heart of our organisation. We are committed to;

- Conducting our business in a socially responsible and ethical manner;
- Minimising our impact on the environment by embracing new technologies and inspiring our people to make conscious decisions on whether their behaviour would best fit our environmentally friendly approach;
- Supporting our people to thrive and respecting the needs of our clients and other stakeholders;
- Giving back to our local community through our charity initiatives, volunteering, and sponsorships; and
- Striving to improve our CSR performance year on year

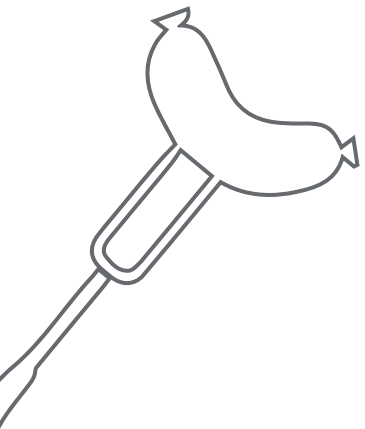
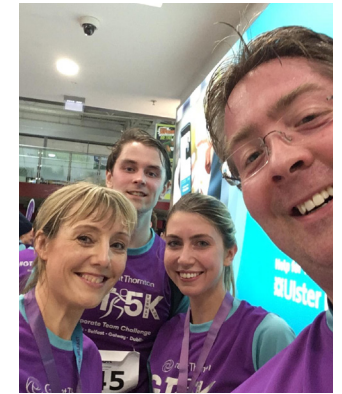
Ultimately, we invest in key initiatives to support and make a positive impact in four key areas – **Our Environment, Our People, Our Clients** and **Our Society**. This includes providing all employees with one volunteer day a year to support a nominated charity whose work benefits one of these areas. Volunteering is not only a great way to support your local community; it also helps you to develop new skills and team build with people in the organisation that you may not normally work with.

“ We are one of the only NI Law firms who have 43% female senior directors. ”



Social Life

The firm encourages everyone to take part in the many and varied social events organised throughout the year. This includes monthly office drinks, our summer BBQ, Christmas party and sporting activities such as the Belfast City Marathon.



What We Look For In An Applicant

As a firm, we are keen to attract the best people, people who share our culture, are keen to learn and understand the opportunities that lie ahead within the legal industry.

We are looking for the future generation of lawyers who have the desire to go that extra mile to understand who we are as a firm and the work we do.

We look for an individual with:



Outstanding Academic Performance



Exceptional Client Service



Strong Commercial Awareness



Drive, Ambition & Enthusiasm



Ability to work both as a Team & Independently



Strong Values & Culture

How To Work For Us

1. Work Experience Programme

Work experience opportunities are available throughout the year. If you are interested to find out more about opportunities available, please email reception@cfrlaw.co.uk.

2. Trainee Solicitor Programme

The stages of our application process are as follows:

- Application for the Trainee Solicitor Programme opens
- Open evening scheduled to find out more
- Application deadline
- Round 1 Interview
- Round 2 Assessment exercise
- Offer
- Accept






You will find the most up to date information on application dates, deadlines and further information in relation to recruitment on our website at cfrlaw.co.uk/careers.

Want To Find Out Even More?

Come To Our Open Evening

Our open evening is hosted every year during the Autumn / Winter period. Keep an eye on our website and social media channels for the date.

The evening provides you with an opportunity to;

-  **Network with your peers**
-  **Gain insight into the firm & our people**
-  **Ask questions to current trainees and solicitors at the firm**
-  **Seek advice on the application and selection process**
-  **Make a great first impression with a potential future employer**



Check Us Out Online

Keep up to date with our news on our website and social media channels. If you still have questions, please don't hesitate to get in touch.



Visit: cfrlaw.co.uk



Like us on Twitter: [@CFR_Law](https://twitter.com/CFR_Law)



**Follow us on LinkedIn:
Cleaver Fulton Rankin Solicitors**





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“Developing talent is at the core of Cleaver Fulton Rankin. People are the backbone of our firm and the service we provide to our clients.”

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