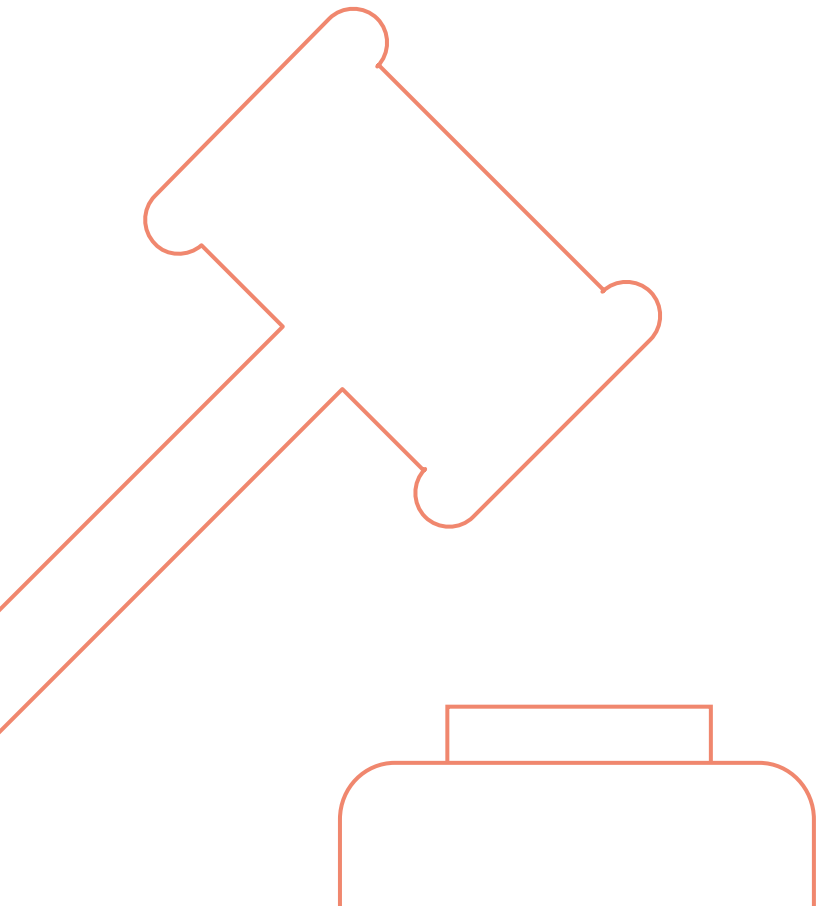


Cleaver
Fulton
Rankin



**KICKSTART
YOUR CAREER
IN LAW**



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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. We are well known as a progressive and client-focused law firm, providing innovative solutions to meet our clients' complex legal needs.



80+

Employees

21

Directors

Over
130Years of
HeritageUp to
5Trainees hired
each year

Awarded the
**BRONZE DIVERSITY
CHARTER MARK**



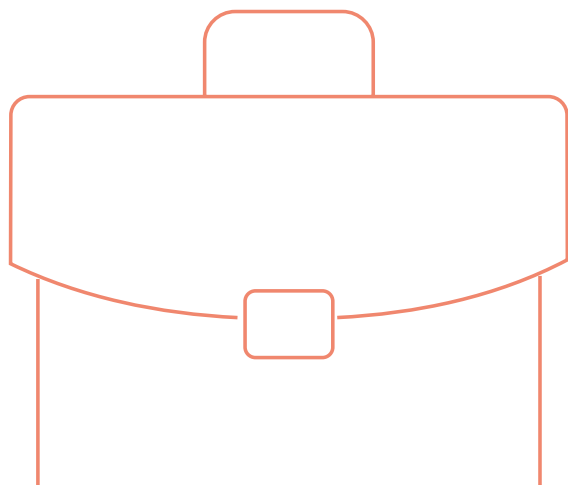
We are certified
**INVESTORS IN
PEOPLE**

Key Facts

- Located in the heart of **Belfast city centre** with established links with **Dublin**, **London**, regional UK and international law firms.
- Are a **leading commercial law firm** in Northern Ireland, ranked in both Chambers and Legal 500 UK Legal Directories.
- Organised into six core departments: **Corporate & Commercial**, **Commercial Real Estate**, **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**.
- 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 for them.
- Are **Investors in People Accredited**, demonstrating our commitment to good quality and people management.
- Have the **Bronze Diversity Charter Mark** in place, demonstrating our commitment to becoming the most inclusive company we can be.
- Are a **responsible business** and have signed the **Climate Action Pledge** with **Business in the Community NI**.

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

These include family businesses, SMEs, international and global companies, private clients, local government bodies, public sector organisations, financial institutions and charities.



“ Cleaver Fulton Rankin has a **highly experienced and collegiate team**. They have an exceptional track record, drawing on the resources across the practice, and they respond to client needs quickly and professionally. „

– Chambers UK

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

– Chambers 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 UK

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

– Chambers UK

“ The Cleaver Fulton Rankin team has a **great reach and use of technology, making access to clients smooth, efficient and user-friendly**. The team has a great depth of knowledge and is both friendly and accessible. „

– The Legal 500 UK

“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

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 5 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.

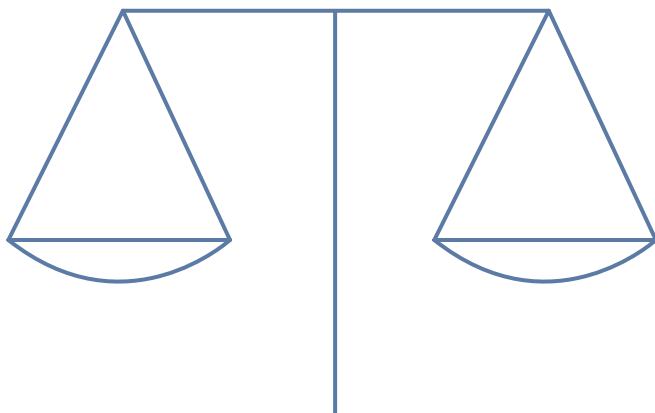


Solicitor Training Programme

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 necessary to become great lawyers.



Training & Development within Cleaver Fulton Rankin

– Ashleigh Wilson, Trainee

“ I applied to the Trainee Programme in early 2022. Cleaver Fulton Rankin was my top choice for my training contract as Cleaver Fulton Rankin trainees are exposed to some of the most challenging and stimulating commercial legal work and are given opportunities to work alongside a range of experienced professionals.

After completing the application process, I received a call from Aaron Moore, Trainee Director, who advised me I had been offered the position as a Trainee to start in September 2022.

I was over the moon and was so excited to be able to continue my legal career as a Trainee at Cleaver Fulton Rankin.

From my very first day, I have been involved in extremely high profile tenders, where I have been able to manage my own workload and take a hands on approach in dealing with clients and attending meetings. In addition to the excellent exposure and development I have gained so far, I love the firm's social atmosphere; they really encourage staff members to attend social events both inside and outside of work. Every person in the firm, from newly qualified solicitors to Directors, have been excellent in providing me with help and guidance during my training. Every day is a learning day and I feel I can approach anyone within the firm with any issues I may have. The firm's 'open-door' policy means it is easy to talk to all levels of staff within the firm. ”

Nurturing Talent & Developing Leaders

Developing talent is a core focus at Cleaver Fulton Rankin. People are the backbone of our firm and at the heart of 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.



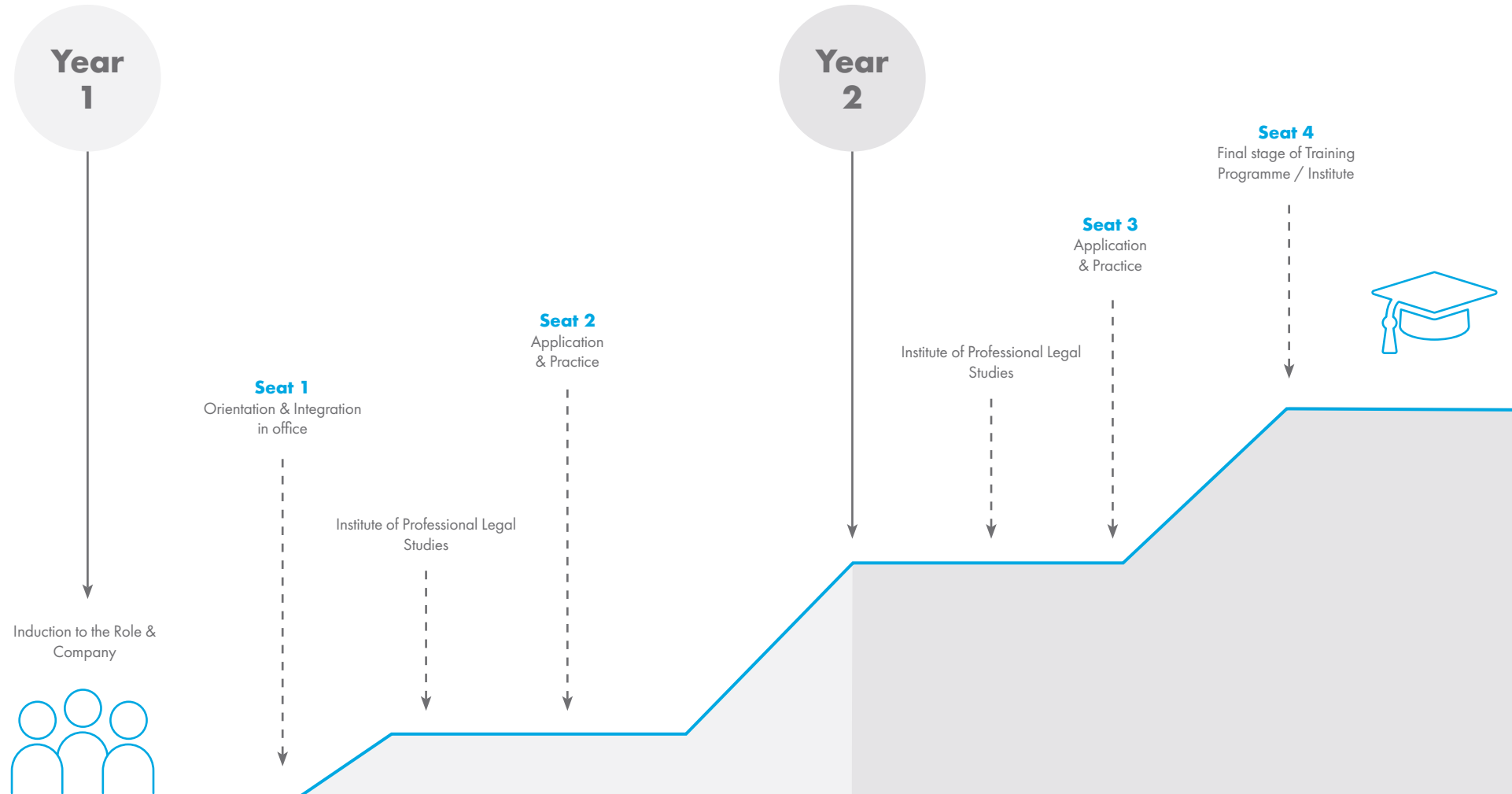
Growth & Development within Cleaver Fulton Rankin

– 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! ”

Shannon Clarke

Senior Solicitor



“ I studied Law at Queens University Belfast, graduating in 2018. Having enjoyed participating in mediation competitions at University, I knew I wanted to take my career to the next step and qualify as a Solicitor. I applied for a training contract at Cleaver Fulton Rankin as the firm had the reputation of being a leading commercial law firm. The interview process was an extremely positive experience and I was offered a training contract, commencing as I left University in September 2018.

As part of my training contract I gained experience in Commercial Property, Dispute Resolution, Private Client and Consultancy. From the outset I was involved in all aspects of the work, from office procedure and administrative tasks, to client interaction, Court exposure and drafting. I assisted all levels of solicitor from NQ to Director. Throughout my training contract I was supported by the Trainee Director with monthly lunches to chat informally about our progress and training. The support from the wider firm was also great, with the firm’s open door policy assisting greatly with this.

I qualified into the Private Client team as a Solicitor in 2020, and then moved to the Dispute Resolution team in July 2021. I was then promoted to Senior Solicitor in November 2022. Cleaver Fulton Rankin places a strong emphasis on ensuring our development, not only as Trainees, but throughout your career progression. Exposure to quality legal work, excellent individuals and a collaborative team has accelerated my career and made my experience at Cleaver Fulton Rankin extremely rewarding. ”

Cleaver Fulton Rankin is a leading commercial law firm in Northern Ireland, combining over 130 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)
- 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
- Continuing 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

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 obtained the Bronze Diversity Charter Mark, and have a Diversity and Inclusion Committee in place to drive forward our diversity and inclusion initiatives.

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 130 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 Responsible Business initiatives are at the heart of our organisation.

We are committed to:

- Conducting our business in a socially responsible and ethical manner;
- Prioritising social value, and demonstrating how we positively contribute to our local community;
- Integrating responsible environmental, social and governance (ESG) standards within our business operations;
- Minimising our impact on the environment;
- Supporting our people to thrive and respecting the needs of our clients and other stakeholders;
- Giving back to our local community; and
- Reporting on our responsible business activities, sharing our key achievements and objectives, and demonstrating our role as a responsible business.

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 Community**. We are members of Business in the Community NI, and continue to benefit both our people and our community, through our volunteering programme.

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.



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



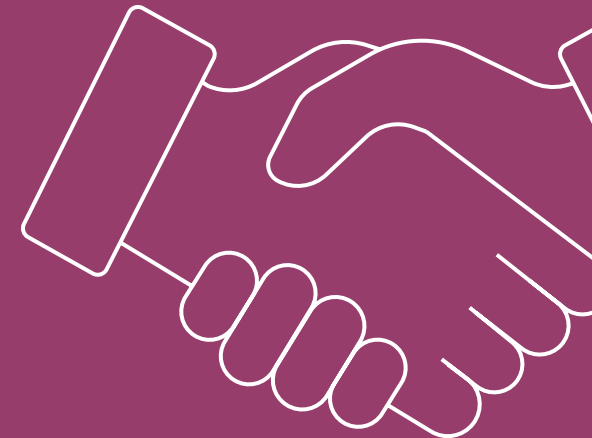
Strong Values & Culture

How To Work For Us

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
- Shortlisting
- Interview
- 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 **cleaverfultonrankin.co.uk/join-our-team**.



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: cleaverfultonrankin.co.uk



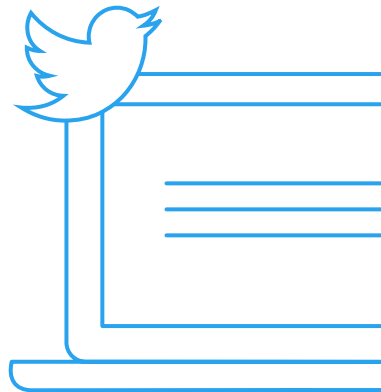
Follow us on Twitter:

@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 at the heart of the service we provide to our clients.”

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Rankin

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Legal
Excellence
+
Commercial
Sense