

Recruitment Criteria – Barrister Members

Great James Street Chambers recruits barrister members on the basis of professional excellence, integrity, and overall fit with Chambers' culture, standards, and long-term strategic direction. Recruitment decisions are holistic and forward-looking, recognising that "good fit" encompasses capability, character, contribution, and compatibility. The criteria below applies to all applicants, with appropriate weighting given to experience, seniority, and whether the applicant is joining at an early stage or as a lateral hire.

1. Professional Values and Ethical Alignment

All applicants should demonstrate:

- Integrity, independence, and intellectual honesty
- Respect for the court, clients, opponents, and colleagues
- Sound professional judgment and reliability
- Alignment with Chambers' reputation for principled, high-quality practice

Fit is assessed through conduct and professional decision-making, not outcomes alone.

2. Collegiality, Integration, and Contribution

Chambers values a collaborative and respectful working environment. Applicants should:

- Engage constructively with colleagues across seniority and practice areas
- Demonstrate emotional intelligence and professionalism
- Be willing to contribute to Chambers' collective life and reputation
- For lateral hires, show readiness to integrate into established systems and culture

Chambers values individual excellence that strengthens the collective.

3. Advocacy Style and Professional Temperament

Applicants should exhibit:

- Persuasive, disciplined, and proportionate advocacy
- A professional manner that reflects well on Chambers
- The ability to manage disagreement robustly and courteously
- Strong client-handling skills, including clarity, discretion, and empathy

Judicial, professional, and client perception are central to assessing fit.

4. Practice Strength, Compatibility, and Strategic Fit

Applicants' practices should:

- Be credible, sustainable, and appropriate to their level of experience
- Complement and enhance existing practice areas
- Align with Chambers' current and anticipated strategic priorities
- For lateral hires, demonstrate realistic expectations as to transferability and growth of work

Chambers will consider both immediate contribution and long-term alignment.

5. Professional Standing and Development

Applicants should show:

- Commitment to maintaining high professional standards
- Openness to feedback and reflective practice
- Willingness to develop and adapt as Chambers evolves
- For experienced applicants, evidence of sound professional reputation and reliable working practices

6. Commitment to Collective Standards and Responsibilities

All members are expected to:

- Respect Chambers' policies, processes, and collective decisions
- Contribute to the maintenance and enhancement of Chambers' reputation
- Act in ways that support Chambers' long-term cohesion and sustainability
- Recognise that individual success and Chambers' success are interdependent

7. Diversity of Background, Unity of Values

Chambers welcomes applicants from diverse professional and personal backgrounds. Good fit does not require uniformity of style or career path, but does require:

- Shared commitment to excellence and professionalism
- Mutual respect for different perspectives and experiences
- Willingness to operate within a common framework of values and standards

8. Wellbeing and Flexible Working

Great James Street Chambers is committed to promoting the wellbeing and long-term sustainability of its members' practices. Chambers recognises that high professional standards are best maintained in an environment that supports physical and mental wellbeing, flexible working arrangements, and a healthy balance between professional and personal responsibilities. This includes a supportive and pragmatic approach to career breaks, whether for parental leave, caring responsibilities, health, or other significant life events, and to the reintegration and ongoing development of barristers returning to practice. Chambers seeks members who both value and contribute to a culture of mutual support, openness, and respect, recognising that individual wellbeing and collective excellence are closely linked.

Overall Assessment

A strong candidate for membership will be one whose professional excellence, personal approach, and ambitions align naturally with Great James Street Chambers. Whether joining early in practice or as a lateral hire, the central

question is whether the applicant will thrive within Chambers and contribute positively to its collective strength, culture, and reputation.