DAC BEACHCROFT

FAQ – DACB Reconnect



THE KEY DETAILS

How many positions are available this year?

We don't have a set number of openings we're looking to fill. We operate an 'always open to applications' approach and will endeavour to explore your experience and skillset with potential teams/roles in the Firm.

How many places are there for the six-month placement?

See above - unlimited but we equally aren't able to commit to too many people on the programme as we recognise there is a level of support needed to upskill and help 'bed in' someone returning.

How long a "career break" is too long for the purpose of the Firm's Reconnect programme?

We don't consider any career break to be too long. To give an example, someone who joined us previously had been out of the law for 15 years.

Is the programme available out of all the firm's offices?

Reconnect applies to all our locations in principle, though some are likely to present more opportunities than others due to the work type.

What advice would you give to someone thinking about applying to ensure they get the most from the Reconnect programme?

Be open and honest with your mentor/line manager about anything you are struggling with. Upskill your legal knowledge; research and read. Recognise that you'll have picked up valuable skills during your career break.



PREVIOUS EXPERIENCE

How do you look at someone with a lack of experience, or someone considering changing disciplines?

We are looking for individuals with experience in at least one of our practice areas, but we're open minded and will explore this during the interview process. We'd consider what you've done previously and how your transferable skills relate to the work we do as a firm. We have had colleagues who have had great success in an area of law they haven't previously worked in.

My career break followed my relocation to the UK, so all my experience is from another country, as are my referees. Is this a concern?

Naturally at offer stage, we do take references from past employers, so you'd need to assist us with the correct contact details. The fact that you gained your experience in another country would not in itself be a concern. We would, though, want to consider the relevance of the law in that country to any opportunity we are considering you for.

Is the programme only open to fully qualified lawyers? I completed my LPC just before having a family and am now looking at returning to a career in law.

Reconnect is aimed at qualified lawyers returning to the law, but this may be something that we consider in the future.

If I come back at a more senior level, would there be less support available and would I be expected to hit the ground running?

We would expect that someone who is more experienced may feel more confident in some areas, but we don't underestimate how being out of the legal industry/working world for some time can impact confidence. We are happy to provide as much support as needed to get you up and running. This will be discussed during the interview process and then ongoing during your time at the Firm.

I am legally qualified in another country, can I apply? Is Reconnect open to foreign qualified lawyers?

Whilst there are restrictions on the kinds of work foreign qualified lawyers can undertake, we have a number of foreign qualified colleagues working very successfully within the firm. We are happy to discuss the kinds of work which might be appropriate for you on a case-by-case basis.



FLEXIBILITY

Is it possible to do one of the 6-month placements on a part-time basis to reflect the hours that I am hoping to work in the long term?

We are always happy to explore/discuss flexible working and are open to part-time working arrangements.

Regarding flexibility – If I work seasonal, part-time or term-time only, are pay, annual leave and target billable hours adjusted?

Part-time workers will have their salary and targets adjusted to reflect the number of days/hours they work.

PROCESS

Would it be useful to send a covering letter via email to explain a personal situation that might explain the chequered nature of my CV?

Additional context is very welcome. If there are circumstances that would help explain the shape of your career journey or CV, we would encourage you to include this in the personal summary section of your application.

What's the next step after I've uploaded my CV?

Your application will be reviewed by our Recruitment team. We'll then discuss your profile with the relevant Group Heads to assess potential opportunities at the firm.

We'll be in touch regarding suitable opportunities and may invite you to an initial phone/video call to learn more about your experience. If we don't foresee a suitable opportunity arising in the short term, we will let you know of this too.

Don't worry if you don't hear from us immediately – you'll be a part of our Reconnect Talent Pool, and we'll let you know as soon as a suitable opportunity arises.

How does the interview process work? Do you test legal knowledge etc (e.g. marking up contract) as I'm a little rusty! Or is it more about the skills I've developed during my break?

The interview process will depend on the area you will be going into; we do our best to keep the process informal to give us a chance to get to know you. Usually, there will be a first stage interview, with the potential for a 2nd interview and, in some instances, a technical test.

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