

RISE

The Norton Rose Fulbright work experience programme

Guidance document



Relationships
Insights
Sector knowledge
Experience

Norton Rose Fulbright LLP is pleased to re-launch its Year 12 work experience programme, RISE, upskilling aspiring legal professionals to access the sector across a two year development programme.

Overview of the programme

RISE, the Norton Rose Fulbright work experience programme is a two-year development programme for Year 12 students aspiring to enter a career in the legal industry. The programme offers students the opportunity to build upon core skills, expand their networks, improve their commercial awareness and prepare for graduate programme applications.

Eligibility criteria

Our RISE criteria is based on the criteria outlined by [PRIME](#).

- Must be in Year 12 in the September 2025 intake at your institution.
- Must be able to commute to either our London or Newcastle office within a maximum time of 1 hour. *Must be able to arrive at our offices for 10am and leave at 5pm.*
- Attended a state school for majority of your time in secondary school
- Must have achieved minimum grade requirements **averaging overall score of 6 at GCSE level** of your top 8 subjects. Must include core subjects: *English and Maths*.

Additionally, students must satisfy **at least one** of the below criteria:

- Spent time in local authority care.
- Grew up in a household where no parent or guardian has attended university.
- Have been eligible for free school meals at any point between the ages of 11-16.
- Came to this country as a refugee/asylum seeker (you must ordinarily reside in the UK on the first day of the first academic year of your course and have been recognised as a refugee on this date).
- Have been registered as a carer.
- The occupation of your main household earner is categorised as a routine or manual occupation. A summary of this can be found [here](#).
- You are attending a state school or college with:

- below average A-Level or Higher point score and/or
- low rate of progression to higher education
- Further information on school eligibility criteria can be found [here](#).

Further contextual criteria

Norton Rose Fulbright uses the RARE contextual recruitment system which takes into consideration several socio - economic diversity markers and puts the achievements of each candidate into context. Along with considering widely acknowledged markers of socio-economic diversity, Norton Rose Fulbright will take your grades into consideration using this system, which will look at the context in which you received your grades, and any other factors such as students who have overachieved the average grades in their school, or those who have achieved in the face of hardship or adversity.

We will also take into account any mitigating circumstances you faced during your academics, and there is space to elaborate on these in your application form which will only be visible to the Responsible Business team.

Please note, the firm will require a copy of your official GCSE (or equivalent) results once you have received them. All shortlisted applicants will also be subjected to additional checks.

For further information on the programme, please refer to our website or email

emearesponsible.business@nortonrosefulbright.com.

How to apply

The online application form for this programme is accessible on our website [here](#).

You will be asked to complete a written section (maximum 500 words). This will be an opportunity for you to tell us more about why you are interested in pursuing a career in commercial law.

Upon submitting your online application form, you will be sent a RARE recruitment questionnaire to complete. This captures contextual social mobility data and we are unable to consider your application if you do not complete this questionnaire.

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Your application will then be screened against our criteria and, if successful, you will be invited to join us on the programme.

Top tips for your application

In your application you will be asked two written questions, detailing why you are interested in pursuing a career in commercial law and what you hope to get out of the programme. To prepare to answer these questions here are some top tips:

- Research the industry and learn more about what a day in the life entails for a commercial lawyer
- Research our company and consider what interests you
- Keep up to date with current affairs by reading the news and have a think about how a law firm like ours may be impacted
- Consider whether you would benefit from working in a global organisation where opportunities to work overseas could arise
- Think about the steps you would need to take to become a lawyer and let us know how we can support you in getting there
- Ensure your email address reflects your name accurately. The most standard and recommended form of a professional email address is `firstname.lastname@domain.com`

Confirmation of your online application

- All applications submitted prior to the deadline will be considered, provided students meet essential criteria.
- Incomplete or late applications will not be accepted or processed.
- Upon submission of your application, you will receive confirmation that your application is being processed. You will NOT receive an additional email after this, therefore please do not contact us to request further confirmation.
- All applications will be reviewed by a panel of representatives from Norton Rose Fulbright LLP.
- Successful applicants will be notified of the outcome of your application by October 7 2024. Please wait to be contacted in this regard.
- Please note that both applications and awards for the programme cannot be deferred
- All decisions are final and at the discretion of Norton Rose Fulbright LLP.

Application deadline

Applications will open on August 21 at 09:00

Applications will close on September 21 at 23:59

Application timeline

August 21, 2025	Applications open
September 21, 2025	Applications close
October 6, 2025	Successful candidates notified
October 27, 2025	Week 1 of programme commences

Programme conditions

If you are offered a place on the programme, it is conditional on the following:

- Providing a copy of your official GCSE results or equivalent once you have received them. You can send a copy of your results by email at emearesponsible.business@nortonrosefulbright.com.
- Your enrolment to a UK college or Sixth Form completing A-Level or equivalent qualifications, starting September 2025.
- Norton Rose Fulbright LLP has absolute discretion whether or not to allocate a place on the programme.
- Payment of the £500 award is conditional to your attendance on the programme.
- Please note that all decisions made by Norton Rose Fulbright LLP throughout the selection process are final.
- Requests for IT equipment additional to the guaranteed laptop will be reviewed on a case by case basis and are subject to the decision of relevant internal stakeholders.
- Please read these conditions carefully, as you must confirm on your application that you have read and understood them. If any dispute arises as to the interpretation of these conditions, our decision as to the correct meaning will be final.

Glossary

Commercial law

- Commercial law is a broad term for a range of legal services designed to support **businesses in their business operations**. Commercial law firms mainly offer legal services to large businesses across a range of industries

Pro bono

- Pro bono refers to free legal services the firm provides in the interest of public good. At Norton Rose Fulbright we provide pro bono services to members of the public whom are considered a vulnerable persons and charitable organisations.

Mock assessment centre

- A half day interactive workshop designed to give you practical experience of typical assessment centre exercises. These typically include some form of case study, written exercise and negotiation exercise for firms to identify the top candidates for final stage interviews.

Fee earner

- Fee earners refer to all employees who work in our legal services departments. Our legal services generate our income as we charge a fee to each client who receives our services.

Business services

- Business services refer to all services that support a company. They do not generate direct profits for the firm but enable the firm to operate as a business.

Occupation of main household earner defined as manual or routine covers the below:

- Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.
- Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff, and care workers (as included by the Office of National Statistics, Standard Occupational Classification 2010).
- Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)

Below average A-Level or Higher point score

- Below 32.89 points for a student's best 3 A-levels (school average)

Low progression to Higher Education

- Below 62% progressing to higher education or training
OR
- Below 58% progressing to degree-level study.

Useful links

- Information on commercial law [here](#)
- Information on schools eligibility [here](#)
- Check the categorisation of occupation of your main household earner when you were 14 [here](#)
- Check whether your school has below average A-Level's [here](#). Enter the school name and click 16-18 performance.
- Check whether your school has low progression to Higher Education [here](#). Enter the school name and click 16-18 performance then select 'Student destinations', then 'Progression into higher education or training'.



Norton Rose Fulbright provides a full scope of legal services to the world's preeminent corporations and financial institutions. The global law firm has more than 3,000 lawyers advising clients across more than 50 locations worldwide, including Houston, New York, London, Toronto, Mexico City, Hong Kong, Sydney and Johannesburg, covering the United States, Europe, Canada, Latin America, Asia, Australia, Africa and the Middle East.

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