FOR LAWYERS

Take this to the interview

From our article: **How to read a legal job advert: what the phrases really mean**
Read it in full, with the sources for every figure: https://www.wilsonmannion.co.uk/insights/how-to-read-a-legal-job-advert
Checked 22 October 2026. General information, not legal advice.

IN SHORT
Most phrases in a legal job advert are not lies, but they leave out the detail that matters. Each one has a plain question that gets the detail: the pay band, the number of live files, who supervises you and the working pattern in days. Ask before you apply, and take the checklist in this guide to the interview.

Key takeaways

- A phrase in an advert is a prompt to ask, not proof of anything.
- Pay, place, working pattern in days and the date posted are the four details most adverts should show.
- Statutory holiday and a workplace pension are what the law already gives most employees, so ask what comes on top.
- "Hybrid" is not a number. Ask for the days in the office and whether the contract will say so.
- Take the checklist at the end to every interview.

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- [ ] The pay band is shown, and it is for this role.
- [ ] I know how many live files a fee earner carries.
- [ ] I know who reviews my work and how often.
- [ ] I have the working pattern in days, and I know where it is written.
- [ ] I know whether the 28 days include bank holidays.
- [ ] I know the employer's pension rate.
- [ ] I know what the last two people in the role did next.
- [ ] I know who will see my CV, and I have agreed to each firm.

What to do with the answer

QUESTION	IF YES	IF NO
Did they give a number of live files?	Compare it with your last role, and with the support on offer.	Treat the missing number as an answer. Ask once more, then weigh it.
Is there a named person who reviews your work?	Ask how often you meet.	Ask who covers you. "Own caseload" with no reviewer is a lot for a junior.