



# Trainee Experience

## 2008/09

This section details the range of legal specialities practised at Stanley Tee, and the correspondingly wide scope for graduate trainees. Typically, the two year training programme will be divided into four seats or segments of six months, during which trainees will work in a series of different departments under the guidance and direction of assigned partners. The aim is to extend the breadth of trainees' legal experience, whilst offering them personally tailored programmes fitted to their individual aspirations and propensities.

## Litigation

There are four departments within the litigation department: civil and commercial, family, employment and crime and regulatory breach.

Trainees will be asked to assist with such tasks as proofing witnesses, drafting witness statements, liaising with experts and advising on dispute resolutions generally. This will include drafting proceedings and attending trials with Counsel and interlocutory hearings with and without Counsel, attending conferences and client meetings both with and without accompanying partner's attendance both in and outside the office.

### Civil and Commercial Litigation

We become involved in bringing and defending commercial contract claims in such areas as fraud, construction disputes, landlord and tenant, debt recovery, environmental law and employment matters.

We also become involved in acting for claimants and defendants in contentious Trust and Probate claims. We represent insurers in such matters as motor accident, employer, product and public liability claims. We also act in personal injury cases for both claimants and defendants. Claims are processed in both the County Court and High Court.

### Family

We deal with all aspects of family and child law including ancillary relief claims and Children's Act proceedings. We are innovative with the use of collaborative law for the settlement of matrimonial disputes.

### Employment

We act for both employers and employees, representing both in EAT Tribunals and providing general contract advice for all employment matters.

### Crime and regulatory breach

We represent clients in all types of proceedings from shoplifting to murder. We also act for clients in motoring offences, health and safety breaches and licensing applications and infringements.

# Private Client

## Managing assets for wealthy clients

Work entails administering estates, establishing and managing trusts, advising on tax planning, and the making of wills and enduring powers of attorney.

### Trusts

We manage trusts and other tax planning provisions for wealthy individuals and charitable trusts, including the production of trust accounts and tax returns.

### Wills and Probate

We advise on and validate wills and powers of attorney. We also undertake estate administration and elderly client work.

# Property

## Building on a legal foundation

All aspects of property work are covered, including conveyancing, land registration, licensing, leasing and drafting of tenancy agreements.

### Commercial Property

We act for both private landowners and corporate clients in all sectors of the commercial property market – retail, leisure, housing, offices and business park development. We also specialise in the sale of agricultural land and property.

### Residential Property

We use the latest computer technology to streamline the whole conveyancing process.

# Commercial

## Representing the business world

Bishop's Stortford's prime location in the M11 Corridor and proximity to Stansted Airport makes it an important commercial centre with first class opportunities for graduate trainees.

### Company and Business Sale and Purchase

We advise on a broad range of corporate and commercial matters including company formations, acquisitions and disposals, company reconstructions, intellectual property licensing and transfers, franchise agreements and other general commercial advice.



## Stanley Tee LLP

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Registered office: High Street Bishop's Stortford Hertfordshire CM23 2LU  
A list of members is available from this address.

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## Carrie Duncan BA

Carrie Duncan graduated from Sheffield University with a degree in Law and Criminology, and completed her legal practice course in London.

“I immediately felt at home at Stanley Tee” says Carrie, “it has the ease and friendliness of a family firm, which it remains, but the buzz of a city practice, which it rivals with the range and quality of work it handles.

“Being here has certainly broadened my horizons. It never occurred to me, for example, that I would enjoy matrimonial work, but after six months working alongside the firm’s managing partner in that department, I came to develop a real taste for it. It’s very people-oriented, and I was encouraged to get involved and interact with clients from the start”.

“I’m now working my second quarter in Commercial Property, with Private Client and Litigation yet to come. I’m keeping my options open on the area I want to specialise in, as the experience of working here has really opened my eyes to the possibilities. One thing I do know is that I’d like to work here permanently after my trainee period is completed.

“As I say, Stanley Tee manages the neat trick of combining traditional values with a forward looking, dynamic approach.

“There’s a lot of new blood in the firm, and the social life, with four big company sponsored events a year, is lively”.

Carrie is currently in her first year of training with Stanley Tee.



## David Miller LLB

David graduated in Law and Sociology at Cardiff University and completed his legal practice course at Cardiff Law School.

“Company and commercial law seemed a good prospect to me” says David, “and Stanley Tee’s location between London and Cambridge, together with the high proportion of commercial work they handle was especially appealing.”

“I had the theory, but Stanley Tee have really helped me to get to grips with the practice – especially in dealing with people – which I’ve come to recognise is a skill every bit as important as knowing the finer points of the law.

“Working closely with the firm’s partners, which I did from day one, enabled me to pick up very quickly on their experience and methods, and build my confidence in dealing with clients myself, which I was encouraged to do from the start”.

“I’ve enjoyed a real sense of achievement being here. It might seem strange to an outsider, but drafting my first contract and presiding over my first property exchange and completion have been real landmarks for me – no pun intended! – and I hope to major on the commercial property side of the business in due course”.

David is currently in his first year of training with Stanley Tee.

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## David Culshaw LLB

David graduated in Law at Oxford Brookes University and was accepted for a place at Stanley Tee before completing his legal practice course at the same institution.

“I was attracted to Stanley Tee by the commercial bias of their work” says David, “and the fact that as a medium sized yet fast growing practice I could expect early responsibility and the prospect of quick promotion if I was invited to join the practice permanently.”

“I was not disappointed. I was not only kept very busy, but in contrast to some of my fellow graduates who had been accepted by larger law firms and were given grindingly menial work to do, I was encouraged to take on files of my own, and within six months I was working closely with one of the partners in processing a £5 million claim.

“The partners I worked with had very different management styles, but they all encouraged me to push ahead and gave me the scope to develop my professional skills. I came to feel my forte was in the firm’s commercial property division, and they were very flexible in allowing me to spend the better part of my training in developing that specialism, as opposed to following a rigid, pre-determined rota.

“Socially, the firm is lively and the senior partners are very approachable. After hours there’s normally always someone who is ready to join you for a drink and to talk things through, which in my view is just as important as the formal training”.

David has now completed his training, and is in his first year of full employment with Stanley Tee.



## Annabelle Savage BSc

Annabelle Savage graduated with a degree in Pharmacology at Newcastle University and subsequently undertook the law conversion course at Northumbria University, completing her legal practice course in York.

“It took me a while to realise that although my qualifications fitted me for a career in pharmacology, I had no real affinity for it” she says. “Law had always appealed so I looked for some interim work experience, and obtained a one week placement with Stanley Tee (who were local to my family home in Dunmow). I enjoyed it enormously, and it felt right. Once I’d begun my LPC at York, Stanley Tee offered me a summer placement and a Training Contract for the following year.”

“My first impressions of Stanley Tee proved well founded. I’m more of a people person than a back room researcher, and the opportunity to work with people, although no less demanding than working in the sciences, has proved really stimulating for me. I’ve also had to learn the niceties of conveyancing, private client work and commercial litigation.

“The atmosphere here is electric. The firm is expanding rapidly and taking on an increasing volume and variety of work, and it’s exciting to be a part of it, professionally and socially.

“If there’s one thing being here has taught me, it’s the importance of work experience before committing to a career or studying for it. If I’d tried it earlier, I would have planned my life and education differently”.

Annabelle is currently in her first year of training with Stanley Tee.

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