

JUNIOR LAWYER OF THE
YEAR 2021

CALLUM SCOTT

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What has been your route into the legal profession?

- My route has been little circuitous in that my first degree was actually an integrated masters in Chemistry. I had a placement year as part of this degree with the Regulatory Affairs department of a consumer health company. During this year in industry, I was exposed to a fair amount of law - whether that was assessing the commercial impact of new regulations on medicinal products for paediatric use, or whether that was in the context of an intellectual property dispute relating to parallel imports of medicines across EU member states. (Ok, ok these examples are a bit niche!)
- I was in a role that bridged science and law and as a result I began to appreciate that there was maybe life beyond the laboratory. Before coming back to Nottingham to complete my studies, I sought the help of NTU's employability team - they were incredibly helpful and supportive and indeed ran a dedicated event for 'Careers in law for STEM students'. This cemented my decision to move into the law and I went onto complete the Graduate Diploma in Law at Nottingham Law School in 2015-16. I was then very fortunate to secure a role at Nottingham Law School Legal Advice Centre, Nottingham Law School's teaching law firm - here I remain some 5 and a bit years later.



How did you feel winning Junior Lawyer of the Year?

- Sincerely, it was a real honour to win, especially when I know we have such an incredible cohort of 'junior' lawyers based in the County. Above else I feel very, very proud - and thankful - to have been awarded Junior Lawyer of the Year.
- In addition to repeating my thanks to NLS and to the judging panel, I must thank my colleagues at Nottingham Law School Legal Advice Centre for always having my back and for championing my career progression.



What made you decide to follow a career in law?

- I enjoyed many aspects of my chemistry degree - and I can't speak highly enough of the faculty - but I quickly realised that I wanted a career that offered the opportunity to make a more immediate, and more tangible, difference to people. My year in industry and increased awareness of other, non-traditional, routes into the law gave me the confidence to make the move. Following enrolment on the GDL at Nottingham Law School I was off and away!

❖ If you could give some useful tips to the Junior Lawyers, what would they be?

Imposter Syndrome is definitely a thing, but you deserve to be at the event/meeting/hearing just as much as the next person.

Make sure your training records/training diary is up to date. To put it mildly, I'm not great at recording training and development as I go, and these things are so much more difficult to retrospectively complete. If you can spend a few minutes a day/a week updating your records. This is definitely a do as I say, not as I do thing!

There are very, very few things that can't be helped by a chat with a colleague over a brew/beer/beverage of your choice. It's good to talk.

❖ What do you think about the mobility within the legal sector?

- Improving but still requires work. Projects such as The Sutton Trust's Pathways to Law Programme, which is delivered in Nottingham by both of the City's universities to A-Level students, offers an invaluable insight into the profession to those who may feel their background precludes them from a career in the law.
- Other activities which are delivered by law schools and by practitioners alike - including mentoring and outreach programmes - are all positive drivers for change. That being said, there is still a long way to go: many students who volunteer with the Legal Advice Centre describe feeling that certain firms or chambers 'are not looking for someone like them'.
- Even when that turns out to be not the case, the fact that there are students and junior practitioners who are left with the misapprehension that they are not the right fit for firm X demonstrates that we need to do much more to improve the messaging around social mobility in the sector. And we must, of course, back those words up with action.

❖ How do you see firms & the profession adapting to meet the needs of Junior Lawyers?

- It seems to me that the events of the last 18 months plus have accelerated trends that were already emerging pre-pandemic. There is definitely more and more of a focus (and resourcing) on ensuring that junior lawyers have a balanced and fulfilling career.
- It is undoubtedly a profession that requires commitment and graft - and every now again this will of course require long days and short nights. However, what is really refreshing is to see a move away from a culture of requiring 'face time' in order to develop and progress in one's career.
- In addition, there will continue to be increased focus on developing lawyers who are not just technically competent but who are equipped to meet the commercial, technological and social challenges of providing legal services in the 2020's.
- This is demonstrated through initiatives such as the 'O Shaped Lawyer', and the trend of building in legal tech-focused seats, coding training, ownership of ESG projects etc into the training of junior lawyers.

❖ What is the funniest thing you have seen working in law?

- At the risk of giving you a cop out answer there are too many examples to mention where the humour of colleagues has got me through stressful periods, and this humour has been especially welcome after a challenging day down at Court.
- There have definitely been more than a few slightly surreal experiences - being mistaken for a Tribunal Judge whilst down at the Justice Centre is definitely up there as one of my weirder days!

❖ What else do you enjoy outside of the law & do you achieve a work/life balance?

- My partner's family breeds alpacas so many a weekend you can find me on their farm messing around with tractors; hurling bays of hay around, and generally doing a poor job of pretending that I am not actually a 'townie'.
- For me, achieving a decent work/life balance is definitely still a work-in-progress: I have however found that keeping active and trying things that take me out of my comfort zone help offset the stresses of work.
- Find something, anything, that you enjoy and immerse yourself in it. If you find that is something which takes you to a place with poor signal/internet coverage then even better: that definitely helps you to switch off from the day job!



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Congratulations to Callum Scott from Nottingham Law School, Legal Advice Centre on winning the 2021 Junior Lawyer of the Year award

We are very proud to continue to support the Nottinghamshire Law Society & their annual awards which recognise the valuable work taking place within the local legal community.

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