



Looking for adventure?

Welcome to the future

Welcome to AC

If you're reading this then you are seriously considering a career in law.

Choosing where to start your legal career is one of the most important decisions you'll make, and it's not just about finding a job — it's about finding the right place where your values and passions are not only respected but encouraged.

At Anthony Collins (AC), we are different. We're powered by purpose, here to make a difference not only to individuals, communities and society, but to the careers of the people who work with us. Joining AC isn't just about getting a training contract it's about embarking on a journey that should lead to you fulfilling your ambition, realising your talent and going on to having a successful career.

It's an adventure and one we'd like to join you on

Many of you chose to study law because of a desire to seek justice, to make an impact, or to help others. At AC, we want to help you find your place and tap into your passions. From day one, you will be empowered to use the law for good. This is not a place where your early career is about waiting in the wings or taking notes in the background. Here, you'll be involved right from the start — getting hands-on experience, contributing your voice, your ideas and seeing the immediate effect of your work on real people and communities.

When I first joined this firm, I was given the freedom to pursue what I was passionate about. That freedom is still part of AC today. We recognise that every one of our people has unique strengths and ambitions, and we want you to use yours to the fullest. You'll have a chance to find your place while being supported by exceptional individuals who are experts in their fields and deeply passionate about their work. These aren't just people doing a job; they're following a vocation, and that spirit of purpose and commitment is what sets us apart.

What excites me the most about AC is the mindset we bring to our work. It's not just about the law, it's about the impact the law can have — whether that's ensuring people live in safe environments, helping charities grow, or supporting social enterprises to thrive. You'll see the direct impact of your work from the outset of your career. And you won't be alone — you'll be supported by a community that values you as a person, not just another name on a spreadsheet.

I'm proud to say that the people at AC are not only at the top of their game but also committed to our vision of making a real difference. The learning you'll gain from them goes beyond technical expertise; it's about understanding the bigger picture, making a tangible impact, and knowing that your work has real value. You'll be mentored by incredible people who are committed to your growth, helping you exceed your own aspirations while making a difference in the world.

If you join us, you'll be more than just a trainee — you'll be part of something meaningful, where your contribution matters, and where you can achieve more than you ever thought possible.

This is who we are — authentic, passionate, and dedicated. We're a team on an adventure. If you're looking for a place that genuinely aligns with why you chose law in the first place, I invite you to come and find out if what I've said is true. We look forward to meeting you and, hopefully, welcoming you to our team.

Matt Wort, senior partner



Where adventure starts with you...

At AC, we believe continuous learning is the key to unlocking your full potential — not just as a lawyer, but as a legal professional ready to take on your career adventure.

We also understand that being an outstanding lawyer goes beyond legal expertise. We will support you to become a well-rounded, dynamic professional with the commercial acumen required for you to make an impact.

Realising your potential

From day one you'll be paired with an appraiser who will guide you throughout your training contract, along with a trainee manager for each seat rotation. Your appraiser is here to help you plan your future — offering advice on which areas align with your goals, ensuring you gain the skills and experience you need to excel.

Throughout your two-year training contract, you'll have access to a development programme designed specifically for trainee solicitors that will equip you with the tools and skills that you need to succeed and help you grow beyond what you thought possible.

A blend of technical legal know-how and professional development opportunities that go beyond the basics, you can expect to learn how to:

- **Communicate with impact:** with plain English drafting techniques that bring clarity to your communication;
- **Present confidently:** you'll boost your public speaking skills and become the kind of lawyer who can captivate a room;
- **Network and do business development:** learning how to start building a professional presence that sets you apart; and
- **Use technology to work efficiently:** you'll dive into digital tools and tech with our ACcelerate team and learn how to leverage the latest software to boost your efficiency and effectiveness.

Support beyond the day job

We know that when you're building your career, it's about looking beyond the law and building a profile for the future.

We provide you with the skills and business knowledge you need, meaning you'll be in the best position to harness opportunities that come your way wherever your career takes you.

- **Personalised mentoring:** You'll be matched with an experienced colleague in an area of your choice — whether that's improving your business development skills or diving into a new legal focus.
- **One-to-one coaching:** You'll work closely with a coach to achieve a specific objective, like building a new capability or tuning into your strengths. We're here to help you grow, one step at a time.
- **Build your personal brand:** Master the art of developing and leveraging your personal brand; helping you showcase the value and impact that you and your work brings to clients and wider society.

Our trainee development programme

With our **Non-Qualified Fee Earners Programme**, you can join a wide range of sessions covering everything from effective supervision and delegation to mastering time management and creating meaningful client relationships.

Over 90% of our training content is available on demand, meaning you can continue to build your skills anytime, anywhere, with sessions that evolve to meet the needs of our business and the legal landscape.

Learning and development at AC isn't just theoretical — you'll also have the chance to put this into practice. Every year our trainees put their skills into action by **leading a team-building away day** — designed by the cohort themselves. You'll practice teamwork, project management and leadership while connecting to our core purpose by fundraising for a charity of your choice.

And of course, learning doesn't stop once you've qualified. When you reach the 'dizzying heights' of qualifying to be a lawyer, you'll continue to have access to training sessions tailored to your level, ensuring you keep evolving as your career progresses.



30
different
training courses



90%
of our training
content is available
on-demand



100%
of our trainees
engage with our
trainee development
programme



**Winners in
work life balance,
vacation scheme,
sustainability,
inclusiveness,
approachability in
The Legal 500
Future**

...and your ambition

And we have a commitment...

At AC, our participants and trainees consistently comment on the support they receive on their professional adventure.



"One great thing about the firm is that it dedicates time to training its trainees and its NQs. It's easy to forget that the whole point of the training contract is in its name — it's about training!

You are still 'learning the legal ropes' as a trainee so the firm puts on training sessions you can attend. I attended a session on working effectively with secretaries and another about drafting skills. The sessions arm you with skills so you can be more confident in your work. It can be reassuring to learn things in theory as well as put them into practice, rather than just trying to pick up skills as you go along.

The firm also runs an NQ Development Programme, putting on sessions similar to those offered to trainees. This recognises that on becoming an NQ, you don't magically get imbued with all knowledge (sadly)! While you learn a lot during your training contract, there will be lots of things you won't have learned yet so it is helpful to try to plug those knowledge gaps and keep learning.

One of the best sessions I attended as a trainee was on 'Life After the Training Contract' — this allowed trainees to have an open discussion with an NQ about what life actually looks like once you qualify, warts and all.

It is refreshing to have sessions where we acknowledge that unfortunately, we don't know everything, but we can learn! As the saying goes, every day's a school day."

Nikhil Handa,
newly qualified solicitor (2024)

...to helping you have a bright future

Building client relationships

From day one of your training contract, you'll have exposure to a variety of clients and professionals, taking on real responsibilities that grow alongside your skills and confidence. You will be part of the team with your own caseloads and responsibilities. As you progress, you'll be empowered to lead matters and make decisions – because we believe in learning by doing.

You will have exposure to the legal and commercial challenges faced by our clients and work with colleagues to find and deliver solutions.

A snapshot of our partnerships and clients include:

Barnardos

Birmingham City Council

Care England

Chesterfield Canal Trust

Child Brain Injury Trust

Clarion Housing Association

Citizen Housing Group

Dimensions

Kent Wildlife Trust

Livv Housing

National Housing Federation

National Care Forum

SeeAbility

St Basils

Enabling you to make a real difference...

Becoming the first law firm in the Midlands to achieve the prestigious B Corp accreditation in 2022 was a significant milestone for us at AC and we're proud to share what it means to us. As a purpose-driven law firm, becoming a B Corp felt like a natural next step — it's about aligning our values with action and ensuring our impact on people, the planet, and profit is positive and measurable.

Since accreditation, we've made strides in enhancing our office space to reduce our carbon footprint, improved diversity at the board level by introducing a critical friend and launched an apprenticeship scheme. It's a continuous journey, and the B Corp impact areas have guided us to identify opportunities for growth, like enhancing our supply chain sustainability.

We know that our commitment to being a B Corp resonates not just with our clients but also with our people. We attract talented individuals who are passionate about making a difference, and our social mobility recruitment tool has enabled us to break down barriers for those entering the legal sector — now, 65% of our trainees come from low socio-economic backgrounds. Our B Corp status helps us ensure that the work we do is impactful and meaningful, both for our clients and our teams.

We believe that being a B Corp goes beyond certification — it's about taking responsibility for our role in creating a better future for everyone. We're proud to be part of this movement, and we hope our journey will encourage others to do the same.

Click the QR code to learn more:



Certified



Corporation

...to the lives of individuals, communities and society

Making a difference

This is your opportunity to learn, grow, and make your mark in a place that's dedicated to meaningful, purpose-driven work. It's all about finding where you belong – and how you can make a difference.

We offer three social purpose volunteering (SPV) days a year for you to support causes that matter to you. It's all part of our commitment to health, wellbeing, and creating a **life beyond the law**:



Click the QR code to learn more about how our trainees supported the Sepsis Trust on their away day



Click the QR code to see an example of our fundraising in action supporting St Basils



Click the QR code to read more about how we've supported the Child Brain Injury Trust

We embrace life beyond the law...

We appreciate that you're more than just what you do for a living.

At AC, we embrace a vibrant social life with plenty of opportunities to connect, have fun, and make a difference. Whether it's joining one of our clubs and societies, or taking part in fundraising events and team socials, there's something for everyone.

Health and wellbeing

We're aware that health and wellbeing is an essential part of your everyday work-life balance. We commit to ensuring that people have a good work-life balance and engage in activities to support health and wellbeing throughout the year. We offer:

- **Free onsite gym and yoga classes**
- **Mindfulness sessions**
- **An annual health and wellbeing day**
- **Employee Assistance Programme, with access to 24/7 counselling, self-help workbooks, podcasts and blogs, legal and financial support**
- **Health condition forum to raise awareness of health conditions and support others in the firm**
- **Fully trained mental health first aiders in all locations**

Social activities

Becoming a well-rounded lawyer requires more than technical know-how so we encourage you to develop your professional network both internally and externally.

This includes engaging with our social events such as quizzes, team lunches and socials, our sports teams and our firm-wide events.

We also encourage you to engage with the local law society and participate in their networking events meeting other young professionals to help build your network at an early stage.



Matthew Gregson, partner

"After ten years of being a partner, the firm offered me a three month sabbatical which I took in 2023. An experience during this time that really stood out to me was my journey to Uganda. I visited a school, named Rutindo School, set up by a Ugandan friend of mine which serves boys and girls up to the age of 11 and has become a beacon of hope in the local community. During my visit, each class gave a presentation, and it was wonderful to see the pride they took in their learning. Despite the challenges they face, there was an incredible energy in that school. What struck me the most was how little they had heard of England and how much they knew about agriculture, reflecting the community's way of life. This experience reminded me again of just how privileged we are, often without realising it."

...and encourage personal adventure

Andrew Millross, consultant

"My sabbatical in 2018 led me to Malawi, a country rich in culture but facing immense challenges, where I worked with schools and communities to help improve education and medical care.

Two years ago, I returned to support a leadership conference for primary school headteachers. This took place in Nkhotakota, a town on Lake Malawi — a region where many primary schools face considerable challenges; many children sit on the floor and classrooms are often in poor condition.

I returned again this year to help mend desks and support another teacher conference, this time focussed on teaching skills, such as phonics and more interactive teaching. Witnessing teachers who had never been outside their villages engage with new ideas and take them back to their communities was inspiring. The biggest lesson for me was the sheer joy and resilience of the Malawian people, especially the children who, despite having very little, showed an incredible sense of happiness, curiosity, and community. The warm welcome we received and the spirit of looking out for one another was truly humbling.

These experiences reinforced for me the value of compassion and the privilege of giving back."



So who are we really?

We are a national sector specialist law firm with a clear purpose to improve lives, communities and society.

With an **annual turnover of £28.7m, over 300 staff and 40 partners**, we are a national leading advisor to the social housing, local government, health and social care, charities and social business sectors, as well as supporting individuals in a personal capacity. We work with chief executives, membership bodies, policy advisors and government organisations to challenge key societal issues or injustice and make social policy work. Our goal is to make the law as accessible as possible so that our clients can support the vulnerable and build a better society.

We want to become a **magnet for passionate people who are committed to improving society through their work**, as well as forging ahead with our equality, diversity and inclusion (ED&I) and sustainability agendas to strengthen our diverse workforce. ED&I is integral to our culture as a social purpose law firm serving clients and communities across the country and from all backgrounds – we believe that a truly diverse workforce can benefit our clients by bringing different viewpoints to the work that we undertake for them.

During 2023/24, we harnessed the passion and skills of our people to deliver our purpose, **with 94% of our work directly improving the lives of individuals, communities and society**. Click the QR code to read more in our latest **social impact report**.



...beyond the brand

Social housing

Our nationally leading social housing team acts for registered providers across the country. The team's expertise ranges from major projects such as stock transfers, innovative structures and joint ventures, to the day-to-day nuts and bolts of making housing work. We have teams of housing solicitors specialising in housing litigation, housing management, employment matters, housing corporate services and property. In 23/24, our funding team secured over £1.2 billion of new funding for clients – financing 4,050 affordable homes.

Local government

Helping councils deliver the maximum they can for the populations they serve, from contracts and procurement to reorganisation and redevelopment, we offer a full service with an understanding of the complexities of local government law and the landscape within which councils operate. We hold relationships with around 50% of councils across England and Wales.

Health and social care

A trusted advisor to a wide range of social care providers across the UK (11 of the top 20 largest home care providers, 8 of the top 20 residential care home providers and 4 of the top 20 specialist care providers), we inform national social policy through our collaboration with industry bodies such as Care England, the Home Care Association and NCF.

Social business

We support like-minded, values-driven businesses to achieve financial success and demonstrate their values through how they work. We support community organisations, businesses driven by their values, social enterprises, and the cooperative and mutual sector in all aspects of what they do, from securing funding to succession planning and employee ownership.

Private client

A full-service offering to individuals, from wills, personal planning and trusts through to critical events such as personal injury and clinical negligence. We are one of the few top 200 law firms that offer publicly funded legal aid services to private individuals including clinical negligence and personal injury, and the sole provider for forced marriage work in some local authorities. We are the leading Midlands firm for childcare and family law and have acted on 48% of all childcare cases in Birmingham County Court in the financial year 23/24.

Charities

One of the top five charity advisors in the UK, we offer a broad range of legal advice and support, from setting up charities (we believe we advise on more charity registrations in a year than any other law firm), to fundraising and governance issues. Clients include national high-street charities, faith bodies and local charities. The team is regularly appointed by the Charity Commission as interim manager, which underpins our understanding of charity regulation.



So are you up
for adventure?

Begin your career journey...

We are looking for ambitious people who are looking for something a little different. A place where you can not only fulfil your ambition but do something good in the process.

Your training contract

Your training contract will consist of four seats, each lasting six months. We take your skills, interests, and aspirations into account when allocating seats, alongside business needs and SRA requirements. Whether you want to experience different areas or dive deep into a particular field, you'll have the opportunity to shape your journey.

Throughout your training contract, you'll be encouraged to take full advantage of all the experiences on offer – attending client events, leading trainee forums, participating in development programmes, and making your mark both inside and outside the firm.

We're looking for trainees who are not only academically strong but who bring innovative ideas, compassion, and a deep understanding of client needs. The kind of person who cares about relationships – whether that's with clients or colleagues – and who's excited about making a positive impact in society. If that sounds like you, AC is the perfect place to start your career adventure.

We provide funding for LPC and SQE fees to those joining us as trainees who are either about to start or currently studying.

How to apply

We offer training contracts in our Birmingham location and are looking for trainees to start with us in 2026 and 2027.

To apply, you will need to complete the online application form available from 25 November 2025 at careers.anthonycollins.com or click the QR code.



It's time to apply



...where the sky's the limit

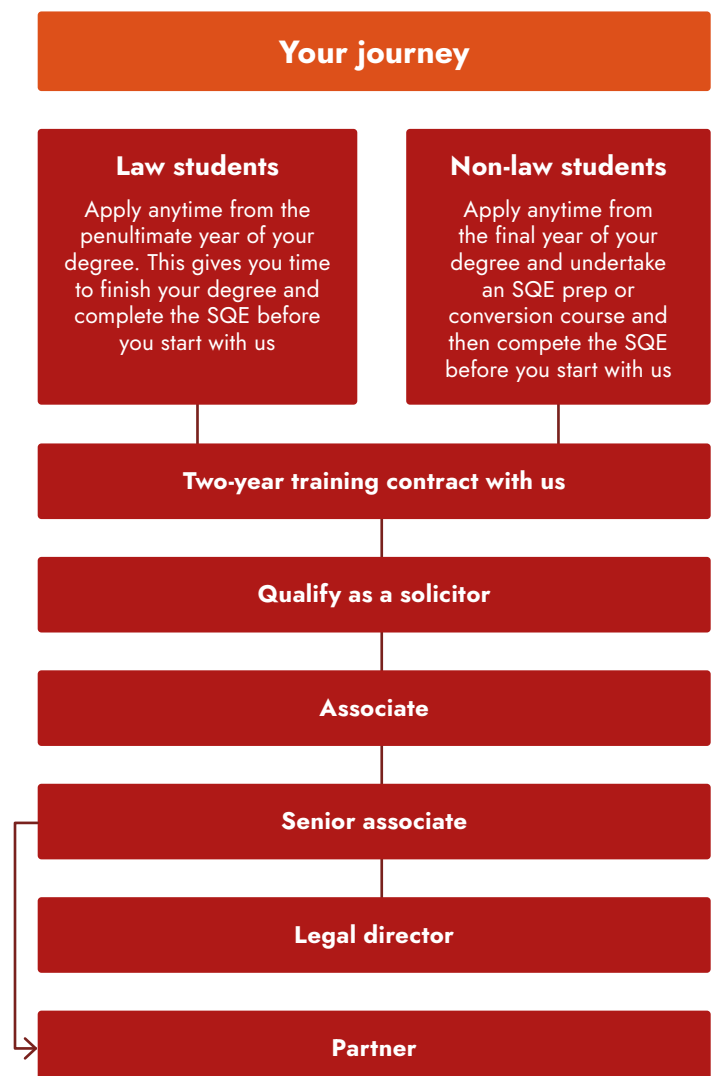
In exchange for your commitment, energy and drive, from day one we provide a full suite of benefits.

Core benefits

- Contribution to staff pension scheme from day one
- 25 days' holiday plus bank holidays and gift days at Christmas
- Life assurance
- Private medical insurance
- Dental cover
- Critical illness cover
- Employee Assistance Programme
- Free onsite gym and access to free yoga and wellbeing classes
- Access to dozens of free online courses through Future Learn

Flexible benefits you can choose

- Up to five days additional annual leave available to purchase
- Life insurance for your spouse or partner
- Voluntary critical illness
- Discounted gym memberships with a range of providers
- Health cash plan
- Cycle to work scheme
- Season ticket loans
- Gourmet society dining club membership for only £25
- Kids pass for discounts at family locations
- Opportunity to plant trees, reduce your carbon emissions and have a positive climate impact with Furthr



If you're still in doubt... hear from some of our team



"I began my training contract at Anthony Collins in August 2023. Immediately before joining, I was on maternity leave with my first child. Anthony Collins values its employees and their lives outside of work and this flexibility and understanding has helped me in the transition to full-time work.

I decided I wanted to study law in my mid-teens following an inspirational talk at my youth group by the founder of Hope for Justice (an anti-trafficking organisation). The speaker encouraged us to combine our passion with qualifications if we wanted to make a difference in areas of injustice. It was this aspiration to 'make a difference' that inspired me to do a summer internship with the police in their trafficking department; work in the Crown Prosecution Service on the front lines of injustice; and ultimately apply to work at Anthony Collins – a purpose-driven firm seeking to improve lives, community and society.

Having worked here for nearly a year now, I have seen first-hand how the work we do really does fulfil our purpose. I spent my first seat in the projects team carrying out non-contentious construction work. Through the drafting and reviewing of contracts, I was able to assist large social housing and healthcare providers in achieving their social purposes.

My second seat was in the housing litigation team. This has given me great experience in contentious work and I have been able to draft witness statements, defences and help progress cases which have clear implications for individuals and communities. For example, a lot of the possession work we do for our social housing clients involves serious cases of anti-social behaviour by tenants. Helping bring about solutions for the landlord, improves the neighbourhood communities that have often had to live with extreme disruption for years. It also helps alleviate client resources so that they can continue to provide homes for the most vulnerable in society and give them a better service.

Not only is the work meaningful but the firm itself has a great culture and is supportive and inclusive. On my first day, a partner and head of department offered to make me a cup of tea! Throughout my training contract, I have felt valued as an employee who has a contribution to make. There really is no hierarchy but we all work together to achieve our purpose. I am grateful to be able to achieve my qualifications as a solicitor whilst making a difference."

Bethany Milne,
second year trainee solicitor

"I pursued a career in law to help people and make a difference, so I was initially interested in Anthony Collins because of their clear values and social purpose.

From day one, I have been given the opportunity to work on interesting and challenging matters with high-quality support and supervision. I have always been encouraged to get involved in as much as I can and to work with various fee earners across the departments. By doing so, I have been able to learn from a range of experienced and sector-leading solicitors.

The training contract at Anthony Collins is well structured and thought through. Trainees have the benefit of being supported by a trainee manager for each seat and an overall trainee appraiser who provides invaluable mentoring and career support across the two years. This is particularly helpful when considering your seat choices and ultimately, what area of law you would like to qualify into."

Chanel Quigley, newly qualified solicitor (2024)



"I started working at Anthony Collins in 2019 as a float legal secretary. At the same time, I began the LPC part-time and completed this in 2021.

In March 2021, I began working as a legal assistant in the matrimonial team and around 1 year later moved to work in the personal injury team. Thereafter, I obtained a training contract with the firm which commenced in August 2023.

As a trainee at Anthony Collins, you are exposed to a wide variety of work; this can include things like researching and providing advice, assisting with the progression of files, and attending networking events and training sessions. There are also opportunities for lots of client contact and some court attendance. The firm are keen to ensure you can get the most out of your training contract and therefore try to give you lots of responsibility (without leaving you feeling overwhelmed or unsupported) and encourage you to get involved in things that interest you, and to put forward your thoughts and ideas.

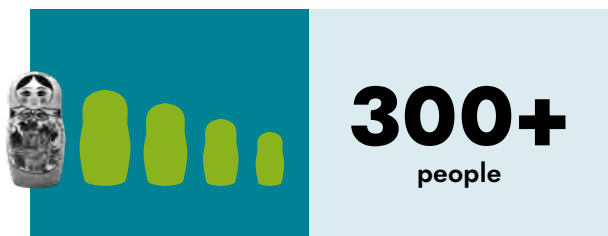
Trainees are also encouraged to get involved with other things such as volunteering opportunities, assisting with firm events and projects, and joining the Birmingham Trainee Solicitors' Society (BTSS) committee. I currently share the role of Charities and CSR Officer on that committee with another trainee at Anthony Collins; this involves planning fundraising events and activities for BTSS's Charity of the Year.

Something that is obvious from the moment you start working at Anthony Collins is the passion everyone has for their work and doing the best job for their clients. The working environment is open, friendly, and encouraging, all of which are key things especially when first embarking on your legal career."

Samantha Watson, second year trainee solicitor



So this is us...



300+
people



£28.7m
annual turnover



40
partners



We act for
11
of the top 20 largest
homecare providers



6
sectors of focus
charities, individuals, housing,
local government, health and
social care, social business



We support over
110
housing associations
across the UK



4
locations



We have a
relationship with
88
local authorities across
England and Wales

...and this is you

We're looking for passionate innovative thinkers, who see the law through a different lens. Where others see barriers, you will see opportunity. You will be intellectually curious and committed to doing right by our clients, with a resilience and positivity to see adventure, inside and outside of the office.

You will believe in our core purpose: to improve the lives of individuals, communities and society, with a passion to look for opportunities to engage in our programme of social value.

What are you waiting for?

Anthony Collins

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