

RICHMOND CHAMBERS.

immigration barristers

RECRUITMENT OPPORTUNITY

Immigration Legal Associate

12-month fixed-term position | Covent Garden / hybrid | £30,000 | Closing date: 30 September 2026

Richmond Chambers is seeking Legal Associates to join our specialist UK immigration law team in Covent Garden, London.

This is an opportunity to work directly with experienced immigration barristers on a wide range of personal, business, asylum, human rights and nationality matters within a modern barrister-led legal practice.

The role may suit law graduates, Bar course graduates, aspiring barristers, experienced paralegals, immigration caseworkers and legally trained candidates who want to develop real expertise in UK immigration law.

Quick facts

Role	Immigration Legal Associate
Location	Covent Garden, London / hybrid working
Term	12-month fixed-term position
Salary	£30,000 per annum
Start date	Immediately
Closing date	30 September 2026
Suitable for	law graduates, Bar course graduates, aspiring barristers, experienced paralegals, immigration caseworkers and legally trained candidates

A practical pathway for aspiring barristers

For aspiring barristers, the role offers practical exposure to specialist immigration barristers, direct access work, written advocacy, evidence preparation, legal research, client conferences and litigation preparation. Legal Associates are eligible to apply for pupillage at Richmond Chambers. Employment as a Legal Associate does not guarantee pupillage, but several former Legal Associates have successfully obtained pupillage and gone on to build careers at the immigration Bar.

Detailed role information

About Richmond Chambers

Richmond Chambers is a specialist immigration law firm based in Covent Garden, London. We practise exclusively in UK immigration, asylum and nationality law.

We combine the expertise, independence and professional standards of the Bar with the structure, support and client service of a modern legal practice. Our barristers work in small legal teams, supported by Legal Associates and professional administrators, to deliver high-quality immigration advice and representation to individuals, families, businesses and organisations.

Our work covers the full range of privately funded immigration matters, including family migration, work and business immigration, sponsor licensing, Global Talent, student and graduate routes, settlement, British citizenship, human rights and asylum claims, appeals, administrative review and judicial review.

The work is varied, demanding and of real importance to our clients, their families, their businesses and their future in the UK.

The Opportunity

As a Legal Associate, you will undertake supervised legal work across our immigration practice, supporting barristers with the preparation and progression of client matters.

You will work closely with one or more barristers as part of a small legal team. You will assist with legal research, evidence review, drafting, client communication, matter progression and preparation for applications, appeals and judicial reviews.

No two days are the same. One day might involve reconstructing a client's immigration history for a complex settlement application. Another could involve analysing evidence for a Global Talent application, preparing an appeal bundle for the First-tier Tribunal, researching an issue under the Immigration Rules or helping a barrister prepare for a conference with a business client.

The role offers early client contact, real responsibility and exposure to complex immigration matters. It requires careful written work, strong organisation, emotional maturity, attention to detail and the ability to manage competing deadlines in live client matters.

What You Will Do

Your work may include:

- reviewing client documents and evidence;
- preparing chronologies and document schedules;
- drafting attendance notes, correspondence and procedural updates;
- assisting with legal representations, submissions and advice notes;
- preparing application forms, appeal forms and judicial review materials;
- organising evidence for applications, appeals and litigation;
- liaising with clients about outstanding information and documents;
- conducting legal research into immigration law, policy and procedure;
- preparing matters for barrister review;
- assisting with appeal bundles and hearing preparation;

- attending client conferences; and
- observing hearings.

Throughout, you will work under the supervision of experienced immigration barristers. You will be expected to identify issues that require legal advice, strategy or professional judgment and escalate them appropriately.

The role does not involve practising as a barrister or exercising independent rights of audience. It does, however, provide valuable exposure to barrister-led case strategy, direct access client work, advocacy preparation and the delivery of specialist immigration legal services in practice.

Training and Development

No prior experience in a law firm or chambers is required. We are looking for candidates with ability, commitment, judgment and the potential to develop.

Training takes place through a combination of practical casework, supervision, internal discussion and feedback. You will learn by working on real matters, reviewing real evidence, preparing real drafts and seeing how applications, appeals and other matters develop over time.

You will develop skills in legal research, evidence assessment, drafting, client communication, procedural awareness, file management, case preparation and professional judgment.

As you gain experience and confidence, you may be trusted with increasing levels of responsibility appropriate to your knowledge and ability, always with supervision and support.

Pathways to the Bar, SQE and Future Careers

The Legal Associate role can support a range of career paths.

For aspiring barristers, the role offers practical exposure to specialist immigration barristers, direct access work, written advocacy, evidence preparation, legal research, client conferences and litigation preparation. Legal Associates are eligible to apply for pupillage at Richmond Chambers. Employment as a Legal Associate does not guarantee an offer of pupillage, but several of our former Legal Associates have successfully obtained pupillage and gone on to build careers at the immigration Bar.

For candidates pursuing qualification as solicitors, we do not offer training contracts. However, time spent as a Legal Associate may count as Qualifying Work Experience for the purposes of the Solicitors Qualifying Examination, subject to the relevant requirements.

For experienced paralegals, immigration caseworkers and legally trained candidates, the role provides an opportunity to deepen specialist knowledge, develop drafting and case preparation skills and work within a high-quality immigration practice.

Who We Are Looking For

We are looking for candidates with strong academic ability, excellent written English, analytical skill, attention to detail and a genuine interest in UK immigration law.

Candidates should have:

- a strong academic background, normally including at least a 2:1 degree or equivalent;
- a genuine interest in UK immigration, asylum, human rights or nationality law;

- excellent written and spoken English;
- strong analytical skills and intellectual curiosity;
- exceptional attention to detail;
- good organisational skills and the ability to meet deadlines;
- a proactive and self-motivated approach to work;
- professionalism, reliability and sound judgment;
- the ability to work independently and as part of a team;
- a commitment to high standards of client care;
- confidence working with digital systems and cloud-based tools; and
- a willingness to learn, take feedback and develop within a specialist legal environment.

The following may be advantageous, but are not essential:

- previous immigration law experience;
- paralegal, casework or legal assistant experience;
- Bar course, LPC, SQE, GDL, Master's or other postgraduate legal qualification;
- experience preparing immigration applications, appeals or judicial review materials;
- experience working in a law firm, chambers, legal clinic, NGO, advice organisation or immigration consultancy;
- familiarity with Google Workspace, Apple Macs and cloud-based case management tools; and
- a demonstrated commitment to working with migrants, refugees, families, businesses or individuals navigating the UK immigration system.

We recognise potential, commitment and the ability to learn quickly. We welcome applications from candidates with different routes into law and from those who can show a serious interest in developing as immigration law professionals.

Working Environment

Richmond Chambers aims to provide a collegiate, supportive and professionally ambitious working environment.

Barristers, Legal Associates and professional administrators work together as one team. We value careful work, clear communication, mutual respect and shared responsibility for delivering excellent client service.

We set high standards. Immigration law demands accuracy, intellectual rigour and careful judgment. We therefore look for Legal Associates who enjoy tackling difficult problems, take pride in producing high-quality work and genuinely want to become strong immigration professionals.

We actively promote wellbeing across Chambers and are proud to have received recognition from the Bar Council for our commitment to wellbeing initiatives.

Salary and Benefits

The role is offered as a 12-month fixed-term position. Further employment beyond the initial 12-month period may be offered, depending on individual performance and business needs at the relevant time.

We offer:

- starting salary of £30,000 per annum;

- 20 days' paid holiday, increasing by one day per year up to 25 days, plus bank holidays;
- opportunities to request unpaid leave;
- flexible, remote and home working opportunities, subject to the needs of the role and Chambers;
- a central London office in Covent Garden;
- annual interest-free travel loan;
- bespoke professional development and training, both in-house and external;
- online subscriptions to ILPA, EIN and Free Movement;
- pension scheme;
- a collaborative and supportive working culture;
- exposure to high-quality and complex immigration casework; and
- opportunities to work with a diverse international client base.

Equality, Diversity and Inclusion

Richmond Chambers welcomes applications from candidates of all backgrounds and career paths.

We recruit on merit and are committed to equality of opportunity. We believe that a diverse and inclusive workplace strengthens both our legal practice and the service we provide to our clients.

Reasonable adjustments can be made during the recruitment process where appropriate.

How to Apply

To apply, please complete our [Legal Associate Application Form](#) and [Equality & Diversity Monitoring Form](#).

All applications will be treated in strict confidence.

The closing date for applications is 30 September 2026. Early applications are encouraged, as exceptional candidates may be invited to interview before the closing date.

If you do not hear from us within 14 days of the closing date, please assume that your application has not been successful in the first round. Unfortunately, due to the number of applications we receive, we are unable to provide individual feedback to unsuccessful applicants.

Richmond Chambers LLP is an equal opportunities employer. Richmond Chambers LLP is authorised and regulated by the Solicitors Regulation Authority. Immigration barrister members are also regulated by the Bar Standards Board.