

## **Employer Advisory Board Brief**

### **Law Department, University of Sussex**

#### **Overview:**

Sussex Law School wishes to create an Employer Advisory Board to strengthen the school's links with leading employers in the legal industry and relevant professions. The primary objective is for employers to contribute their viewpoints, offer advice and external perspectives on our curriculum and employability strategies. Employers' input in the design and review of our educational and employability programmes will ensure that these are informed by and aligned to employability demands, preparing our law graduates to meet the evolving industry requirements of the legal (and related) profession(s). Creating the board will formalise and deepen our existing relations with legal professionals. Through this formalised channel, their valuable insights into the skills and attributes that are in demand for law graduates will help us inform our policies on embedding employability into the curriculum and, more generally, the opportunities for employability skills development that we offer to our students. We envisage that the Employer Advisory Board will meet once per academic year and that it will serve as a vital point of reference for ongoing discussions and developments in our effort to integrate industry needs into our legal education.

#### **Key Aims of the Employer Advisory Board:**

1. **Identify desired graduate attributes:** The most pressing objective of the board is to formalise our understanding of what employers are looking for in law graduates. We aim to deepen our awareness of the specific skills and professional attributes that are sought after in the legal sector.
2. **Address graduate recruitment challenges:** Another key aim is to identify and address the challenges that employers are currently experiencing with law graduate recruits. Employers will share any graduate shortcomings, such as a lack of certain practical skills, workplace readiness, teamwork engagement, or other areas where our curriculum and work experience programmes can be improved.
3. **Provide work experience:** We will seek to partner with employers on this board in order to provide work opportunities that benefit both students and employers, and to strengthen existing work experience opportunities. Some of the work-related activities offered at Sussex include internships, mentoring programmes, placements, insight days, etc. Beyond the existing schemes, we are looking to explore other initiatives that provide students with practical experience that meets employers' needs.

#### **Employer Advisory Board Composition:**

Our goal is to include a diverse range of employers on the board to ensure a comprehensive perspective that will inform our employability strategies. This will include representatives from:

- Large law firms and smaller law firms
- Barristers and solicitors
- In-house lawyers
- Practitioners from various areas of law (e.g., criminal law, family law)
- Law graduates with career trajectories outside of traditional legal practice.