



SkyTicket

Skywards Law Disputes Training Contract

A. INTRODUCTION:

1. The *Skywards Law Disputes Training Contract (SkyTicket)* is a 6-month paid training contract for outstanding graduating law students (undergraduate & post graduate), and persons with prior experience, who are aspiring to build an exceptional career in the practice of legal disputes.
2. *SkyTicket* is a rigorous program where an outstanding candidate, the *Trainee*, is trained for a head-start in the practice of disputes (specifically arbitration, international law and litigation). The program is meant to broaden the Trainee's horizons and hone the candidate's softer skills and strategic understanding. The selection process is aimed at finding those who demonstrate a yearning to be exceptional Advocates & Counsel and assessing their suitability for being a permanent addition to our teams.
3. Among other things, we hope to make you realize that there's much more to Law than just Law. At the end of the *SkyTicket* program, the Firm will engage with the trainee in good faith negotiations and may consider offering the Trainee a permanent position in one of its teams based on the Trainee's performance, and the prevailing circumstances at the time.
4. A *Trainee*, will be attached to a *Mentor* who will be the Trainee's primary *client* for 6 months.

B. THE PROGRAM AND SCOPE OF WORK:

The practice of law requires resilience over brilliance.

5. The program requires the incoming Trainee to assist their designated mentor for a period of 6 months in the conduct of his/her day-to-day professional and academic work.
6. The successful completion of the *SkyTicket* program requires the completion of a series of tasks over a period of 6 months. In *addition* to the Trainee's day to day





responsibilities of assisting with our legal practice work, the Trainee has other tasks. These *include*:

- a) reading certain legal classics, book excerpts and articles by international, Asian & Indian authors;
 - b) attending 10 hours of practice training programs /seminars;
 - c) observing our work and discussing opportunities of automation and advising us on optimization;
 - d) managing the Sky Intern program;
 - e) completing all titles in our curated list of films, lectures & TV show episodes;
 - f) planning an office excursion/vacation/event;
 - g) assisting us in developing the SkyTicket program further.
7. The program may also require you to meet and make acquaintance with some of our valued colleagues at the bar and the industry.
8. We require you to assure us of your diligence as well as best efforts and every endeavor you undertake with us at Skywards Law and to wear this opportunity like a badge of honor wherever you represent. Remember, a Trainee is always an ambassador of who we are and what we do.

C. OUR ASSURANCE:

Innovative initiatives lead to exponential growth

9. If selected, we will induct you into the *Sky Family* as a team member and not a mere observer. We will entrust you with a diverse variety of work and be mindful that you are with us to learn.
10. We will be reasonable and will respect that your life is much more than being just a Trainee. We understand that while you are figuring out what kind of lawyer you want to be, you are also figuring out what kind of person you want to be. And thus, when you need your 'you' time, we will try our best to accommodate.
11. We will treat you fairly, irrespective of your nationality, ethnicity, race, religion, gender, sexual orientation, law school or any other beliefs and baggage. We will not tolerate any discriminatory misconduct from any of our team members including you at any cost.
12. We will respect constructive criticism and endeavor to make you feel welcome to logically, courteously and respectfully disagree at all times.





D. THE PROCESS

13. The *SkyTicket* is a paid training program. However, it is not a well-paid program. The stipend will pay your necessities but certainly not luxuries. This is because of our own opportunity cost and the amount of time we spend in training our teams to deliver excellence and our own limitations as a young firm.
14. Instead of paying you high salaries, we will train you and won't send you a bill for it! We hope that you understand and make peace before embarking on this mission, *should you choose to accept*.
15. We understand if you have other priorities in life that make this an unsuitable position for you at the moment.
16. However, if you share our *purists'* love for the law and aspire to reach a situation where money just helps keep score; if you are determined to find your way or make it, we would love to work with you.
17. If you get selected, we give you a signing bonus (just in case you want a new suit), as a welcome present.
18. Currently the *SkyTicket* program is an invitation-only program open only to people who have interned at Skywards Law or are recommended by one of the SkyTeam members. If you want an invite, come intern with us.

E. THE ASSESSMENT

19. At the end of the *SkyTicket* program, both the Trainee and the Firm will have a good faith discussions regarding the renewal of the Trainee's contract or on offering the Trainee a permanent position at the Firm.
20. Many good things happen with the thought, let's give it a shot! We look forward to welcoming a select few of you to Skywards Law.

