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| <b>Track</b>                             | Advisory and Advocacy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>TSC Category</b>                      | Management                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>TSC</b>                               | Professional Ethics                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>TSC Description</b>                   | Demonstrate behaviours and conduct that reflect a set of moral principles and guidelines expected of legal professionals                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>TSC Proficiency Level</b>             | Basic                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Intermediate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Advanced                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>TSC Proficiency Level Description</b> | Uphold ethical and professional codes of conduct and standards expected of legal professionals                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Uphold and provide guidance on ethical and professional codes of conduct and standards within the legal team                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Lead by example and align the legal team in upholding ethical and professional codes of conduct and standards                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Knowledge</b>                         | <ul style="list-style-type: none"> <li>Relevant rules of ethics and professional standards (e.g., Legal Profession (Professional Conduct) Rules and Legal Profession (Solicitors' Accounts) Rules, case law, Law Society and Court Practice Directions, SCCA Code of Ethics and Standards of Professional Conduct)</li> <li>Governance frameworks and codes of conduct (e.g., use of artificial intelligence in industry and practice, and AML and CFT)</li> <li>Protocols and escalation processes (e.g., for addressing ethical breaches or concerns within a team or organisation)</li> </ul> | <ul style="list-style-type: none"> <li>Common ethical dilemmas or ambiguities in legal practice</li> <li>Ethical leadership concepts (e.g., how culture, tone from the top and peer influence shape workplace behaviour)</li> <li>Impact of ethical lapses (e.g., on professional reputation, disciplinary consequences and business/client relationships)</li> </ul>                                                                                                                                                                                                                            | <ul style="list-style-type: none"> <li>Ethics in governance and leadership (e.g., duties of leaders in maintaining ethical infrastructure and managing systemic risks)</li> <li>Interplay between legal ethics and broader organisational or public interest responsibilities (e.g., ESG, responsible innovation, access to justice)</li> <li>Trends and emerging challenges in legal ethics (e.g., ethical considerations in AI)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Abilities</b>                         | <ul style="list-style-type: none"> <li>Adhere to ethical and professional standards according to applicable rules, standards, policies and/or codes of conduct</li> <li>Develop and demonstrate accountability for self in upholding ethical and professional standards (e.g., taking responsibility for personal lapses)</li> <li>Identify ethical issues that arise in practice</li> <li>Seek appropriate guidance to address ethical issues and dilemmas</li> <li>Apply appropriate responses to ethical issues that arise</li> </ul>                                                         | <ul style="list-style-type: none"> <li>Promote high ethical and professional standards within team (e.g., contributing to a sustainable workplace culture)</li> <li>Adhere to and provide guidance to junior colleagues on ethical and professional standards according to applicable rules, standards, policies and/or codes of conduct</li> <li>Demonstrate accountability for self and junior team members in upholding ethical and professional standards</li> <li>Analyse ethical issues and dilemmas to determine appropriate response based on established policy and protocol</li> </ul> | <ul style="list-style-type: none"> <li>Reinforce high ethical and professional standards within the organisation (e.g., fostering a sustainable workplace culture)</li> <li>Lead by example in adhering to ethical and professional standards</li> <li>Demonstrate accountability for self, team and organisation in upholding ethical and professional standards according to applicable rules, standards, policies and/or codes of conduct</li> <li>Establish and implement organisation's protocol or policy on ethical and professional standards (e.g., policies on maintaining confidential information, handling client monies and maintaining client relationships)</li> <li>Guide and oversee responses to complex ethical dilemmas with appropriate interventions based on established policy and protocol</li> </ul> |
| <b>Job Roles</b>                         | <ul style="list-style-type: none"> <li>Associate (Corporate)</li> <li>Associate (Disputes)</li> <li>Legal Counsel</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>Senior Associate (Corporate)</li> <li>Senior Associate (Disputes)</li> <li>Senior Legal Counsel</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>Partner (Corporate)</li> <li>Partner (Disputes)</li> <li>General Counsel</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |