

How to Work with Recruiters

Do you want to make a move to another law firm or are you looking for an in-house opportunity?

Using a recruiter will aid you in your job search, but how you work with recruiters for law firm placements is different than in-house roles.



LAW FIRM PATH

IN-HOUSE PATH



If you are a partner or associate looking to move to a new law firm:

- The search is candidate-driven—a recruiter gets paid by the firm when a candidate is placed.
- **Use only one recruiter to represent you!!**
 - › If a law firm receives your resume from more than one recruiter, it will not only cause issues for the firm but will also likely lessen the law firm's initial impression of you.
 - › Talk to several recruiters and pick the one you feel most comfortable with and who has the necessary experience.
- Work together to develop a plan on which firms to contact. In the case of a partner, the recruiter can assist you in developing your business plan.

Being professionally represented by a recruiter increases your likelihood of success because the recruiter will have a relationship with the law firm and the firm will value the recruiter's opinion.

If you are seeking an in-house position:

- An in-house recruiter is hired by a company to assist in finding a top candidate for a position in the legal department. Accordingly, in-house recruiters are focused on recruiting qualified candidates for that one position.
- **No single in-house recruiter can represent you exclusively so get on the radar of several recruiters.**
 - › If there is a posted position that you are interested in, reach out to the recruiter.
 - › The recruiters might not have time to speak with you, however, if you are not a fit for any of their current openings.
 - › A recommendation from a lawyer a recruiter has worked with in the past is an effective way to get the attention of an in-house recruiter.
- Recruiters can provide advice and counseling to candidates.

Working with in-house recruiters is only one part of a successful search, the most important step for an in-house search is networking! Statistically, the highest percentage of in-house placements are made through networking.

