



# THE BENEFITS OF WORKING WITH A LEGAL RECRUITMENT AGENCY



WHERE LAW FIRMS COME  
**TO RECRUIT LEGAL TALENT**

# Benefits of Working with the Right Recruiting Partner

Working with the right recruiting partner for your business is beneficial in the following ways:

- A consultant working in your field will have in-depth sector-specific market knowledge.
- They take care of the lengthy task of evaluating CVs. Some job postings receive 100s of applications, and it can be logistically difficult for a smaller HR department to sort a large number of CVs successfully and efficiently.
- Speeding up the process means you waste less time (and in turn, profit) due to your legal firm not being fully staffed.
- They have access to more candidates, including passive candidates who would not have seen your job posting because they are not looking for a new job currently.
- They guide you through the whole process and are experts at dealing with offers and counteroffers.

Working with the same recruiting partner over time helps them to understand the needs of your business better. This way, they will always be on the lookout for the talent they know will be perfect for your business and will have the right candidates lined up or in mind.

To help you choose the right recruiting partner for your business we have compiled a quick checklist. (see page X). Before using this, here are a few things we suggest you have clarity on first.

## How to Choose the Right Recruitment Partner

Before you work through the checklist, there are several factors to consider before choosing your recruiting partner.

- What is your budget?
  - Do the agency values match yours?
  - Are they a specialist legal company, or will a general agency meet your needs?
  - Are they aligned to any professional bodies? Which ones?
  - How many stages does the recruitment company include in their recruiting process?
  - What does their fee include exactly? Remember – low fees generally do not guarantee a high level of service.
  - How much, and what kind of social proof (testimonials and case studies) do they provide on their website from satisfied clients?
  - How do the companies you contact work with their candidates? Email only? Phone? Video calls?
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# Checklist

Here is a checklist of the most crucial points to consider when choosing your potential recruiting partner. For each question, answer yes (Y) or no (N) and tally up your score at the end.

1. Our legal firm has decided to partner with a recruiting partner Y/N
  2. Our recruiting partner is a specialist in our sector Y/N
  3. The recruiting company has demonstrated their expertise in our sector through social proof. We have seen case studies, testimonials, plus their website and social media reflects this.
  4. The company will visit our business premises to ensure they fully understand a vacancy, our recruitment goals and the structure and ethos of the team/department the candidate will be joining? Y/N
  5. The company/agency will work with me to create a detailed job description? Y/N
  6. The company/agency will consult with me to ensure the remuneration package fits with the market, the candidate we aspire to employ and our company budget Y/N
  7. The company/agency will create and agree a detailed person specification for the role Y/N
  8. All stakeholders involved in the interview process have agreed on the job and person specification Y/N
  9. The company/agency will advertise the role on a variety of channels we have agreed on Y/N
  10. The advert the company/agency will be optimised for online job searches? Y/N
  11. The company/agency will interview candidates face to face or via phone/video before submitting their CV to me Y/N
  12. The company/agency will undertake relevant skills testing and/or personality profiling of candidates and provide me with the results Y/N
  13. The company/agency will manage all the logistics of arranging interviews Y/N
  14. All stakeholders have agreed on dates for the interview process Y/N
  15. I have provided the company/agency with dates and time scales for the whole interview process Y/N
  16. The company/agency invest time briefing and supporting candidates in the preparation process Y/N
  17. The company/agency provide candidates and ourselves with articles and reports that support and educate both parties through the recruiting process and beyond Y/N
  18. The company/agency will manage the communication with candidates throughout the interview process Y/N
  19. We provide the recruitment consultant/s with relevant feedback for candidates at each stage of the process so that the consultant can fully represent our company and employer brand Y/N
  20. The company/agency will manage the offer process and deal with any salary negotiations Y/N
  21. The company/agency will handle any counteroffer situations on our behalf Y/N
  22. The company/agency offer a candidate guarantee if the candidate doesn't work out Y/N
  23. The company/agency will keep in contact with the successful candidate and ourselves during the onboarding process to ensure a successful transition Y/N
  24. We enjoy a collaborative relationship with our chosen recruitment partner and regard them as an integral and valuable member of our company team Y/N
  25. We gain invaluable market knowledge from our recruitment partner that we don't get access to elsewhere Y/N
  26. Our company are very clear on the value that our recruitment partner/s bring to our business Y/N
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## CLAYTON LEGAL

We understand that while talent is your greatest asset - it can also be your scarcest resource - which is why you need a recruitment partner with the market expertise, insight and network to deliver the right people at the right time.

Clayton Legal has been partnering with law firms across the country since 1999 and during that time has built up an enviable reputation for trust and reliability.

We provide an experienced and credible voice in the market by being able to demonstrate a detailed knowledge of the legal sector's talent agenda. Talent is all about people and just like you, our consultants are true experts in their field with a real drive for excellence which informs everything they do.

From Partners and Associates through to Solicitors, junior fee earning positions and support staff, Clayton Legal is the only name you'll ever need - and what's more - we are nice people to do business with!

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