

5 POINTERS FOR CHOOSING THE RIGHT LEGAL RECRUITER



Establishing a relationship with a trusted recruiter early in your legal career is critical for long-term success, no matter what your career goals are. Lawyers change jobs for a variety of reasons, both personal and professional—most of which are not planned well in advance. If you’ve never worked with a recruiter before, it is difficult to know where to start.

Here are some pointers to help you make an informed decision:



Speak with a handful of different recruiters.

The right recruiter will be focused on your career, not just a specific opportunity he or she wants to fill at that time.



Verify the recruiter online.

Google the recruiter’s name and company and make sure everything seems legitimate. Also, check their LinkedIn profile.



Choose a recruiter who has deep ties to your particular market of interest.

Recruiters are in the relationship business; those with ties to your market will receive information about potential opportunities from local firms—often unpublished—that those in other markets are simply not going to have access to.



Ask the recruiter about their recent placements.

Their recent placements will help you confirm whether that recruiter truly does work in that market and/or with particular clients of interest to you.



Ask for references.

Recent candidates can tell you how responsive and proactive the recruiter is, which will help you set expectations for working with them.

As you continue in your legal career, it is essential that you have the support of a trusted advisor who can help navigate the many twists and turns.

Do your research to ensure future success!