

RECRUITMENT FOCUS

LEGAL



FRUSTRATED WITH YOUR ABILITY TO ENGAGE QUALITY LEGAL PROFESSIONALS?

IDEAL CANDIDATES DECLINING YOUR JOB OFFERS?

In today's competitive employment market, savvy employers are using more than financial incentives to attract the best legal professionals to their firm.

A recent Hudson survey of legal hiring managers found that highlighting potential career development opportunities during the recruitment process is the best way of attracting legal professionals to a particular role. Career development was rated well above financial considerations – including remuneration – as the main trigger motivating legal professionals to seek a new job, with 77% of employers saying they believe legal professionals were motivated primarily by career progression and just 58% saying they were motivated by financial incentives.

HAVE YOU EVER INVESTED IN AN EXTENSIVE INTERVIEW PROCESS ONLY TO FIND YOUR IDEAL CANDIDATE DECLINES THE ROLE?

Hudson research shows that while employers are looking at fresh ways to attract candidates in the initial stages of the recruitment process, surprisingly less than 50% of legal hiring managers actively introduce quality candidates to prospective colleagues, senior management and partners during the interview process.

In such a competitive market, where legal professionals will usually be considering numerous offers at any one time, employers are hesitant to extend the process any further than necessary. However, introducing candidates to their potential new team is a powerful way of giving candidates the insight they need to engage with your firm. Introducing potential employees to the team also gives you an opportunity to assess the cultural fit of the candidate, as well as demonstrating your commitment to open and honest communication in the workplace.

The good news for employers is that they can immediately improve engagement with the best legal professionals by reviewing the interview process and where possible tailoring the recruitment process to candidates' needs.

Based on nationwide research, Recruitment Focus provides information on the employment market, specific to a range of professions.

Results included in the current issue of Recruitment Focus are based on survey responses from 125 employers, who were personally surveyed by Hudson Legal recruitment professionals.

This issue of Recruitment Focus looks at how legal managers are utilising recruitment practices that are failing to engage legal professionals.

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ABOUT US

Hudson Legal is a recognised leader in legal recruitment both locally and globally. Our substantial practice represents the world's largest international legal recruitment network, with over 134 legal recruitment specialists operating in more than 32 different countries.

We partner with several national law firms and selectively act for firms in each major centre. We are the preferred supplier to more in-house corporate legal teams than any other legal recruiter, and are currently on a number of government preferred recruitment supplier contracts.

We provide you with legally qualified and experienced legal experts who fully understand the job categories for which you are recruiting and have in-depth knowledge of the legal sector. With a strong emphasis on values, we ensure we provide honest and timely advice to all of our candidates and clients.

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