

In House with you

How to grow your in-house legal team

The landscape

From the candidate's perspective, an in-house role is an increasingly appealing option. The number of opportunities is growing – in-house solicitors now make up over a quarter of the profession.¹ Job satisfaction is generally high, too – 78% of in-house solicitors feel well supported by their immediate manager and 72% find their skills and abilities are well utilised.²

But from the hiring manager's perspective, it's a different story. Bringing new people on board is always a big decision, especially if you're a tight-knit (or even solo) team.

How do you get it right?

Top tips from our team



It's all in the preparation

Ultimately, nine times out of ten, when a new member of the team doesn't work out it's because the necessary preparation wasn't completed beforehand.

To minimise this risk, define your requirements very carefully before you start.

This thinking will pay dividends, not least from a commercial perspective. A new team member might be essential for the workload and wellbeing of your team. However, from a commercial perspective, they will add overhead to the business, not money to the bottom line. Putting together a clear and compelling case will be essential to secure sign-off from your Board.

Take your time

The catch 22 of recruitment is that it adds to your workload just at the point at which your existing workload is too heavy for the number of people you have.

However, recruitment is not a place to cut corners. A rigorous process is vital, no matter how time-consuming it is. It's the only way you'll find the right person and the right fit.



¹ The Law Society: Annual statistics report 2022: what does the solicitor profession look like?

² The Law Society: The results are in: how do solicitors feel about their profession?



Harness additional expertise

Finding the person with the legal expertise and experience you need is a given. Equally important is finding someone who is the right cultural fit.

To help with this, ask a long-serving colleague elsewhere in the business to join you for at least one round of interviews. They won't bring any legal expertise, but their understanding of the company culture will be invaluable.

A case in point

A candidate was returning to work after a ten-year career break to raise children. On the face of it, they weren't the right fit because their experience wasn't current. However, they had the interpersonal skills and cultural fit the company needed.

The lesson here is to know your criteria but not to be afraid of the wild card. As the saying goes, hire for attitude, not skills. You can always teach skills.

Food for thought



It's very easy to think you need to find 'someone like me' when you're recruiting. Often, that's the last person you need. Which traits would complement and extend the existing traits in your team? How will you assess these traits during recruitment? And how will you guard against recruiting 'someone like you'?

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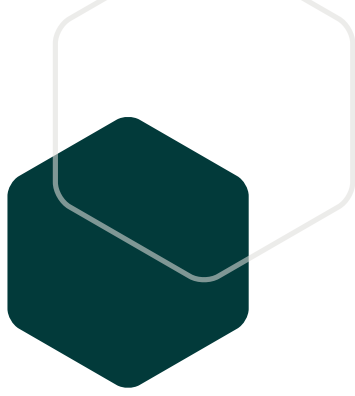
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