



The Dorset Law Society

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Winter 2023/24 President's Update

An Introduction from the President

I would like to take this opportunity to wish all members a very Happy New Year! I hope that everyone managed to have some time to relax and recharge over the festive break.

With the dawn of a new calendar year, also comes the dawn of a new year at the DLS. As such, this will be my last newsletter, before the next President of the DLS, takes the reigns.

It has been a great honour and privilege to serve as the DLS's president for the last year or so and I have enjoyed meeting as many members as possible, whilst also representing the local profession across the region.

I know that the next President will do a fantastic job, heading up the DLS for the next year, and I am sure it will be an exciting year for the Society.

Please do take some time to read this newsletter as there are a number of important future events taking place, including the DLS AGM and quiz, as well as the Bournemouth County Court Civil User Group meeting.

James Braund — President, Dorset Law Society

Get in Contact

Is there an issue or topic you would like to raise with the DLS? We would love to hear from you.

Please get in contact —
enquiries@dorsetlawsociety.co.uk

Dorset Law Society Committee

James Braund — President
Lisa Pharaoh — Vice President
Owen Thomas — Deputy Vice President
Martin Varley — Secretary
Paul Dunlop — Treasurer
Peter Watson-Lee — The Law Society Council Member
Simon Lacey, David Ankcorn, Laura Martin, Katharine Jones, Hayley Stack, Marnie Thomas — Committee Members

The DLS's 2023 in Numbers

7 Committee Meetings.
6 Neighbouring Local Law Society Dinners.
5 In Person Training Events and Webinars.
4 Networking and Social Events.
3 Consultation Responses Submitted.
2 SAALS Meetings.
1 DLS Annual Dinner.

Here's to even more in 2024!

Dorset Law Society AGM

We would ask members to note that the 2024 Dorset Law Society AGM has been pencilled in for 5:00pm on 8 February 2024 at Humphries Kirk in Dorchester. Formal Notices will be sent around nearer the time. The Society would welcome as many members as possible to attend. No need to RSVP.

Membership Subscriptions for 2024

Membership subscriptions for 2024 are now due. Please see the attached form.

Please will all members and member firms complete and return the membership form by 9th February 2024.

Let's Get Quizzical!

The Dorset Law Society are hosting a Fun Quiz Night, in aid of the Dorset Community Foundation and kindly sponsored by Index Property Information. This will take place at 6:00pm (quiz to start at 6:30pm) on 31 January 2024 at The Langton Arms in Tarrant Monkton.

Further details are included in the attached flyer.

To enter your team and reserve your spot, please email the DLS via enquiries@dorsetlawsociety.co.uk. Spaces are limited.

DLS Member's Survey — Have your Say!

As 2023 has recently drawn to a close and as the DLS approaches its AGM, the Committee would like to invite members to provide their views on what things they think are important and what they would like to see the DLS do in 2024.

We would invite all members to please complete the below short survey to provide this insight.

<https://www.surveymonkey.com/r/6QH6TW2>

Bournemouth County Court Civil User Group

On 25 January 2024, District Judge Ashby will be reconvening Court User Group Meetings. Lisa Pharoah will be attending this meeting on behalf of DLS members. This meeting will be an opportunity for civil practitioners who regularly attend or deal with Bournemouth County Court to raise any issues for discussion with the Court. If there are any issues which members would like the DLS to raise on their behalf, at this meeting, please [email enquiries@dorsetlawsociety.co.uk](mailto:enquiries@dorsetlawsociety.co.uk) as soon as possible.

An Insight from
Our Sponsors

Chadwick Nott

How to make the
most of using a
recruitment consultant

A recruitment consultant can be an important ally proactively helping you with your job search or filling a role that you have in your team. Knowing how to make the most of this partnership can be crucial to your success in the job market. During my 7 years in this industry, success is usually borne out of a mutual respect, understanding and trust on both parts.

If it has been several years since your last job search or you have never needed to look at the job market, my work as a recruitment consultant may seem unfamiliar. Perhaps you have been seeking opportunities without much progress and now you want to optimise any discussions with a recruitment consultant? Or you are keen to move jobs but never seem to find the time to research the market, approach law firms and set up the interview meetings. Regardless of your situation — speaking to an experienced and dedicated legal recruitment consultant should produce results.

I speak with lawyers of all levels of expertise, from Equity Partners to trainee solicitors looking for their first solicitor role. The overall process remains relatively similar (give or take a few nuances — for example you wouldn't need to provide a business plan as an NQ, but you would as an equity partner!). However, I ensure that each process is bespoke to each lawyer depending what level of experience they have and what they are looking for. As part of our first chat, I will walk you through what to expect and share hints and tips to help you with your job search journey from drafting your CV to sensitively handling your resignation.

Equally, you may be looking to hire into your team and we can act as your trusted partner to ensure that you find the right candidate and that any processes run smoothly.

In our role as legal recruitment professionals, we enhance the hiring process by managing everything from initial calls, advertising, marketing, shortlisting and co-ordinating interviews amongst many other things. This allows you to leverage our market expertise, providing a wider pool of qualified candidates. We can also advise on market conditions and salaries so you start any recruitment process fully informed.

So, here are some key points to think about when approaching the job market:

Choose to use a recruiter...

Make a deliberate decision about whether to engage a legal recruitment consultant and to what extent. There are many benefits to using a recruiter (perhaps I'll explore this in a future blog!), but if you carry out job/candidate enquiries via your own network, it is vital that you communicate this to your recruitment consultant. Clarity and honesty will always ensure a smoother, more professional and effective process.

For the best results I would advise giving your recruiter 'carte blanche' and very importantly creating a plan of action together, leveraging from their market knowledge, contacts and recruitment process expertise.

Rules that we live our lives by...

It's important for you to understand that law firms will generally not accept your CV from an agency if they have already received your details in the last 6-12 months (the timescale is firm dependant). This means if you would like to be represented by Chadwick Nott (or another agency) during your application process with Firm A, this is impossible if you have already applied directly or you have asked another recruiter to send your details the day before.

This also takes me back to my first point. If you have made the choice to use a recruiter, please don't start sending your CV out before your initial chat. This causes a knock-on effect as your plan of action will be restricted and you will not be able to reap the benefits of your recruiter's relationships with many law firms.

It is also important to remember that our services are free to you, as the job seeker. Our fees are calculated as a percentage of your first years' salary and are paid by the law firm. This comes from a dedicated recruitment budget, not your salary, so this is nothing for you to worry about!

The all-important process...

A good recruitment consultant will assist you with the whole process from drafting your CV, to creating a plan of action (based on your initial detailed, open and honest conversation), market advice, interview preparation, offer management, resignation and will be there for advice (e.g., on salary, promotions etc) thereafter. Once you have developed a good working relationship, you could have a career advice 'buddy' for life!

This is all based on that first conversation. Using what you tell me during this chat, we can decide on an appropriate plan of action together, discuss how to tackle difficult topics that may come up in interview and help you decide on which role(s) to apply for.

This can work in exactly the same way for a hiring partner, when instructing us on a role it is vital that you provide context, background and sufficient information to allow us to do our job effectively.

Market knowledge...

As Chadwick Nott have been in the market for over 20 years, we have been privy to many market trends, have excellent relationships with our clients and are able to navigate our way through all market conditions.

Due to the close relationships that we have with our clients, we are frequently given the heads up about roles before they come to market. You can leverage from this market intelligence, and this gives you the chance to apply for roles before anybody else is made aware of them.

We also have huge success when speculatively approaching our clients and have seen law firms quite frequently 'creating' roles for the right candidate. We were recently told by one client that 25% of their hires in 2022 were from speculative approaches.

I'll say this louder for those at the back...!

Use one recruitment consultant (or two at a push)

Yes, you guessed it, this point is very important and probably should be nearer the top of my list. Lawyers tend to be a loyal bunch and usually only instruct one recruiter. However, over the years I have spoken to many a lawyer who has made the mistake of instructing several recruitment consultants and they haven't understood why this could be a bad idea until it is too late. Let me explain...

Your job search should be a carefully managed, fine-tuned and considered process. Having that all important relationship with your recruiter will ensure that this is the case. You will agree on a list of appropriate approaches and your recruiter will be (behind the scenes) discussing your applications with their respective clients telling them why they should be meeting with you. If many agents have access to your CV and are sending them out to everybody, the process is not being managed. Think Loki and the many branches of the TVA loom getting out of control (if you know, you know!). With one recruiter, your job search can be managed confidentially, professionally and carefully without CV's flying everywhere!

If you don't have a hold on where your CV has been sent, this will result in duplicate applications. This is not received well by law firms. It looks like you are not in control of your job search and it tells them that you just want any job, not particularly with their firm.

I understand that at times lawyers may come across my contact details at a later stage of their job search process. To be clear this can work, and I am more than happy to fill in the gaps where you may have missed opportunities. However, it is much easier to pick up from one recruiter, rather than a network of them.

At the later stage of the process, you will hopefully have a couple of job offers. If these are all with different agents, you could find yourself being split into two, even four (!) pieces as you try to decide which option is better for you and it's difficult to do when surrounded by lots of noise! Wouldn't it be better to deal with one person who is able to discuss these options with you from a more subjective perspective?

Choosing the right recruiter

Make sure that they are well known in the market so you should do some research. Do ask your friends and peers.

It is best to discuss with your recruitment consultant from the outset what you would like to do and how you would like to work. It is really important that you have a good working relationship with your recruiter as there will be times during the process where you will be speaking to them a lot. This is an important time for you, so it is key that you can rely on someone who isn't involved in the process from an emotional perspective and is someone who will give you unbiased advice.

Honesty is the best policy...

The relationship between you and your recruiter should be based on honesty. It is impossible to successfully help you with your job search if we don't know all of the facts. You need to help us help you.

At Chadwick Nott, we take pride in providing open, honest and genuine advice. **I** am proud of my integrity recognised by both candidates and clients.

We do ask for honesty in return. It's important that we know where you have already applied, anything that may be a problem in the job search (trust me, I've heard most things!) and most importantly, if you have had a change of heart! It is ok to change your mind — this is **your** job search.

Finally, come and enjoy a coffee!

Come and meet us for a coffee, get to know us and hear how we can assist you.

For a confidential discussion, please contact Emma Lester at Chadwick Nott.

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