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Career Management or Guidance

A suggestion has been made that some recruitment firms can “manage” your career and it dawned on us that this is an unfair description as it suggests that you have no say in where you work!

A STORY OF SUCCESS

A recent exercise we conducted for a particular solicitor proves otherwise. X was working in a quiet corner of the UK and for both career and personal reasons had expressed to us a wish to work in London. Our advice was that his experience thus far – although excellent – was not of the calibre required by the type of London firm which he wished to join and which would logically further his career. His initial insistence that it was “London or nothing” meant that we felt unable really to help as such a move seemed unwise and unlikely to be successful.

After trying London for a while without success, he came back to us and it was agreed that in fact Midland cities were as suitable from a personal point of view and more likely to yield success in terms of the type of firm he should be joining. Perhaps this might include firms with a presence in London with offices that service London clients.

Two fairly intensive days of first round interviews with relevant firms in Birmingham, Nottingham, Derby and Leicester led to three definite offers of employment and a successful move has taken place.

This was not “managing” a career but “guiding” a highly competent individual into the most likely direction and into cities where he had no “instinctive feel” for the firms concerned before meeting them.

“The motto here is exclusivity”

Is exclusivity important – does it matter to either client or candidate?

The answer is quite simply “yes” as far as we are concerned. Think as a solicitor and imagine a client coming to you and asking you to take on his or her case. The potential client says that he is also asking other solicitors to undertake his case and whichever wins will receive the fee. We simply ask you ... “would you take on that client under those circumstances?” (We think you probably wouldn’t!)

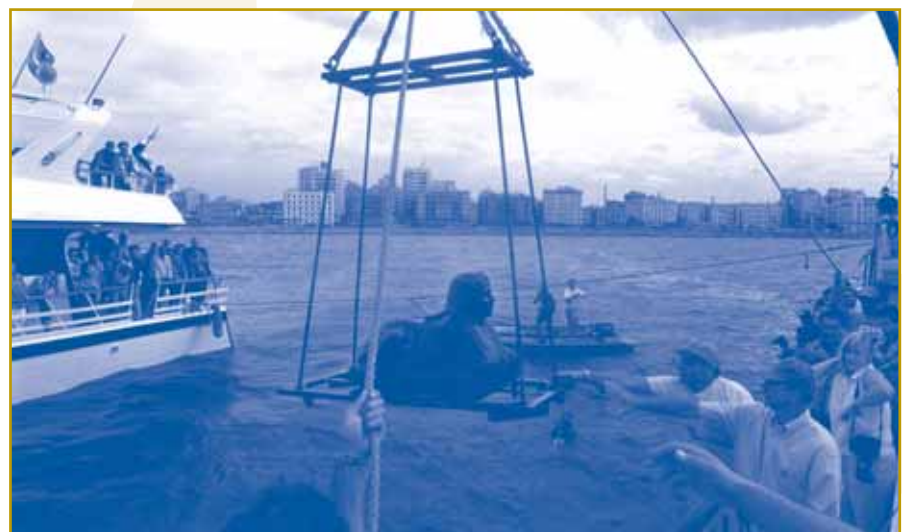
If you as a solicitor, seeking to move, give your details to several recruitment firms, the caring consultancy which wants to spend time meeting and getting to know you and understand your skills, motivations, personality and objectives will be at a disadvantage from the beginning.

On top of that, your details will arrive with potential employing firms from several sources, leading that firm to wonder whether you are unorganised and desperate and perhaps not quite as good as you should be.

The rule for candidates to select the recruitment firm you want to guide you and then work with them exclusively. Think of the recruitment consultant as your guide in the same way as you guide your clients ... through the pitfalls of life as you through the pitfalls of law.

In a subsequent newsletter we shall give indications of how to choose or rank your recruitment consultants.

“...and that is what exclusivity is about and it’s just the same in recruitment.”



“Bring me the Head of the Marine Department”

Tell A Friend!

We don't suggest you go and whisper in everyone's ear ... "hey – do you want the phone number of a recruitment consultant?" ... it suggests you may be trying to get rid of them (in which case change this heading to "tell an enemy!")

There are times however when it is logical. If there is a good reason for the introduction you will probably be in a position to help us to help the person introduced. There will inevitably be things which you can tell us which in turn can guide us better in understanding the individual.

The best reason behind your recommending us will be that you have met us, we have advised and guided you and a successful conclusion has taken place. The good thing here will be that you know how we work and can advise your colleague accordingly.

Don't forget however – as we pointed out in the first article today – some people's expectations of what they can achieve and what we can do may be unrealistic. So warn them not to expect miracles.

A Reward for an Introduction?

This is something we honestly don't know how to handle and to some extent would welcome a consensus of ideas from readers.

Take two extreme situations...

A person is recommended to us; we have an hour or so together which satisfies us that they are absolutely relevant for the needs of a firm which they feel happy to explore. An appointment takes place and that is all that happens although of course we did receive a fee from our client.

At the other extreme end, someone recommended to us is perhaps setting rather tight and perhaps unreasonable expectations (e.g. to move from London to a provincial city, continue with the same earnings but without bringing a following).

We help, counsel and guide for a long time with no results. That person's personal circumstances then change such that they wish now to remain in



"Here come de Judge"

London and our advice is that they stay where they are and make a clean breast of everything to their boss. They do that, all goes well and they are happy. For us a lot of work, a "successful conclusion" for the candidate but no fee for us.

"How do we sort out rewards?"

Some Recent Appointments

Private Client	3pqe	E.Mids
Criminal Law	Duty Sol	E.Mids
Family	NQ	S.E
Co/Commercial	Partner	E.Mids
Comm Prop	7pqe	London
Banking	2pqe	W.Mids
Construction	4pqe	W.Mids
Residential Conv.	Locum	S.E
Comm Lit.	4pqe	London
Comm Prop.	1pqe	E.Anglia

See our web site for some of our current vacancies.

CRESCENT
search & selection 
where talent and opportunity meet



Competition: Best title suggestion received by 1st August 04 will receive a bottle of champagne.

We are indebted to the Leicester Mercury for photographs reproduced.