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Handling your interview

You walk into the first interview with a potential employer and what do you face?

Rushing Rhino?

Grazing Gazelle?

Cheerful Chipmunk?



How do you react?

How do you prepare?

Well, first of all, if Crescent has put you forward, there will be a presumption in favour of your being broadly competent as far as your legal ability is concerned.

The question now is "will you fit" on a personality basis etc. And that should be what the interviewer is interested in:- you as a person rather than you as a Lawyer. And there is no point in ignoring this.

Firms do have different cultures, ethos, concepts and you don't know if they need someone to fit in with what exists or to challenge it.

So be yourself.

BUT HOW?

Well, here's a few simple rules....

Follow the Interviewers lead because he or she is in charge.

Don't try and put over a pre-set script.

Take an early opportunity to express an interest in the firm:- where your department will be going, where the firm as a whole is going.

(Don't always leave this till the end when you may just be asked if you have any questions).

Have good reasons for why you are seeking to move and what you are looking for in this, your next career step. (Never rubbish your current employer!)

If it moves on to technical legal discussion, give interesting or even amusing examples of work you have done and again take the opportunity

to ask how this firm would approach a more complex problem.

Do smile. Don't be monosyllabic. Enable conversation to develop rather than just question and answer.

Do remember that you need to get behind the front which is put up by the interviewer and discover some of the personality of the firm. This can only be done by getting open and genuine conversation going between two people with interest in common.

Give Your Income The Milton Keynes Factor

So you qualified a few years ago, you have a good degree behind you, you have matured as a good, competent Lawyer... and now you want to spend a decade or so stoking up your financial reserves and you are prepared to look elsewhere to achieve that. Where can you go?

PTO



Photo by kind courtesy of the Leicester Mercury

"Expert witnesses arriving at the trial of an unpopular successful criminal defence lawyer!"



Where can you go?

Historically (and still today) London salaries are the highest in the country for a lawyer of any given level of ability, but do you actually want the cost of a London house or the hassle of London commuting?



The next highest salary areas have traditionally been the major provincial centres of Birmingham, Leeds and Manchester.

But today, Milton Keynes is the boom town for business support activity and it is still growing.



The simple quick guide is that in London for a good 3yr PQE Assistant Solicitor, a salary level of c£55,000 would equate with Birmingham etc at c£45,000 but in Milton Keynes this would come to perhaps around £50,000.

Over half of the appointments made by Crescent are in the southern part of England and Milton Keynes is significantly increasing its importance as a location for us with firms growing, either as independents or as a local office of one of the majors.



And commuting from quite a wide area by train or car is fairly simple. Demand for good Lawyers is high so if think you are good enough, let Milton Keynes give you its salary factor.

Talk to us to find out more.

So You Decided To Move? What Are You Going To Do?



There is presumably a good reason for wishing to move such as:-

Family relocation to another part of the country, redundancy, better career prospects, etc (the list of reasons is endless).

First of all, make sure you have a good reason for moving and that you have exhausted all opportunities within your own firm.

If you are not relocating, it may well be that you can select which firms would be best for you and make direct approaches. The danger is of course, that any city is a small village where Lawyers are concerned and the direct approach

may become known to your existing firm (with maybe unpredictable results!)

Alternatively, you may choose to move to another area but are not familiar with those firms and therefore require our guidance.

Whatever route you choose, there are steps you will have to take and questions you must ask yourself... such as:-

Where do you want to move to and why?

What are the main characteristics of a new firm and how suitable are you for them?

Have you got a CV which is helpful, meaningful and easy to read?

How do you get in touch?

How do you prepare for an interview?

Well, the last of these question we address in this newsletter and we shall cover some of the other points in subsequent ones.

But if you are thinking about it... why not get in touch? It's our job to help you through the whole process.

Referrals

Many thanks here for your referrals of other Lawyers seeking to move and which we value highly and which continue to prove successful for all parties concerned.

In particular we do find that referees come to us with an understanding of the success of our work which leads to an open and trusting relationship from the outset.

Refer A Recruitment Consultant

This time we would also be interested to hear of any recruitment consultants you have high regard for.

If they are interested in moving and keen to explore an opportunity in which they can progressively achieve full partnership/ownership. If you know of any, please let us know.

