

# RECRUITING YOUR FIRST IN-HOUSE LAWYER

A Hudson Legal Guide



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## INTRODUCTION

The burden of corporate compliance and risk management, and the pressure to reduce expensive external service costs, has increased significantly in recent years and the enforcement authorities have very real powers to fine and impose criminal penalties on defaulting companies.

There are many ways in which an in-house lawyer can help your business in a cost-effective manner.

An in-house lawyer will be able to identify the compliance requirement applicable to your business, assess your vulnerability to non-compliance penalties and protect your bottom line. They will also be able to bring much of your commercial legal work in-house thereby reduce external legal spend.

Herein, we cover the following topics to ensure you are equipped with information about in-house lawyers and how one can add value to your business, while saving you money:

- How an in-house lawyer can improve your business
- Typical concerns
- How Hudson Legal can help
- About Hudson Legal

# HOW AN IN-HOUSE LAWYER CAN IMPROVE YOUR BUSINESS

## **Assessing and managing external law firms instructed by your company**

As a trained legal professional, an in-house lawyer will be able to ensure the legal advice you purchase is cost-effective and, by providing a great deal of the initial advice themselves, will be able to reduce your spend on external lawyers.

## **Managing collective experience**

By working alongside your business, an in-house lawyer can utilise the collective experience of your company to implement standard precedents; ensuring consistency and efficiency.

## **Managing regulatory / risk issues**

A good in-house lawyer will assume responsibility for all regulatory issues and will always have one eye on potential legal issues and problems. By planning ahead, they will ensure issues either do not arise, or if they do, that they are managed appropriately. External Counsel is by definition, one-step removed from your business, and cannot function in this way.

## **Reducing legal housekeeping costs**

By monitoring employment, pensions, litigation, property and company secretarial issues, an in-house lawyer can have immediate cost benefits by bringing these typical areas into the company at a much-reduced cost.

## **Ensuring agreements and contracts fit your business**

An in-house lawyer can add value by drafting and negotiating commercial agreements and corporate transactions. As a company employee, they will have intimate knowledge of the business, which will produce dividends in terms of the time saved by explaining the issues facing your business to external lawyers. This will result in contracts that fit your company's needs much more closely and save both time and money.

## **Rationalising legal processes**

Having one point of contact for all legal issues will rationalise a company's approach to legal matters, which will improve efficiency and as a result save both time and money.

## TYPICAL CONCERNS

### **If I hire an in-house lawyer, won't they continue to outsource the legal work, as they won't want to do the work themselves?**

No. Most lawyers enjoy the legal work they undertake and, whilst they may be interested in a semi-managerial role, they will recognise the need to undertake day-to-day legal tasks themselves rather than drawing on their budget for external law firms. This is particularly so in smaller companies, where there is just one in-house lawyer.

### **Will there be enough work?**

Potential legal issues are often put to one side unless critical: it is only when an In-house lawyer is brought on board that it becomes apparent how much legal work there really is. In-house lawyers will be able to deal with employment, pensions, insurance, litigious, property and company secretarial matters, as well as the core commercial issues arising daily in your business.

### **Why pay for an in-house lawyer when we would still need to employ external lawyers?**

The work may be able to be done entirely in-house. If not, an in-house lawyer will be able to select the appropriate law firm and the individual lawyers with the right level of experience to handle issues as they arise.

They will be able to monitor the work and fees charged as well as manage all internal advice to the company, therefore saving time and money.

### **How do I justify the up-front expense on the annual budget?**

In the long term, an in-house lawyer will more than justify their salary by foreseeing future problems, keeping the company up-to-date with regulatory / risk issues and undertaking day-to-day legal work themselves. In-house lawyers are increasingly self-sufficient, computer literate and able to work without support staff. Their expense would be budgeted throughout the year and it would prevent massive, unforeseen spending on solicitors' fees paid for by the hour.

## HOW HUDSON LEGAL CAN HELP

Hudson Legal's sectorised approach to the market means our consultants really understand your business and how it works. We can also draw on our local and global network to find the highest quality and most suitable candidate for your business.

### **Advisory service**

Working in conjunction with your business, Hudson Legal will discuss the requirements of your company and identify the type of lawyer you need, their areas of expertise and the level of experience required to carry out the function.

Depending upon the size of your company and your sector, we can provide bespoke advice on the anticipated salary and benefits package an in-house lawyer would require and compare it to your current legal spend. The results of such analysis are usually self-evident and do not even take into account the additional savings the appointment can make for the business which are not quantifiable until the individual has started working in your business.

### **Methodology**

Hudson Legal is able to offer three distinct recruitment solutions, which can be employed individually or collectively, depending on the results of the consultation and your particular circumstances:

#### Database Search

Employing the results of the skills audit highlighted above our dedicated consultants will send you details of potentially suitable candidates who have already registered with Hudson Legal. All of these candidates have been interviewed by one of our experienced consultants and have been deemed to match the requirements of your organisation.

**Note:** Hudson does not submit the details of any candidate without first seeking their express permission.

#### Advertised Selection

Advertising is a focused approach to sourcing candidates who possess the specific skill-set and experience required for a particular role. Advertising is proactive and usually yields faster results than recruitment processes not supported by this media channel. It has the added attraction of promoting your business, demonstrating that you are growing and have reached a certain level of corporate maturity.

#### Search

This is a valuable tool used more for specialised or senior roles where there is a much smaller pool of available and relevant candidates.

### **The interview process**

Because Hudson Legal screens all candidates before putting them forward for interview, you can be sure their skills and experience meet your requirements. Furthermore, since your final decision will no doubt be an intuitive one, we will provide objective comments on the candidates put forward and, should you need assistance, help you make the right decision. We are also able to provide tailored psychometric testing should you wish to add another level of depth to the process.

### **Managing the offer**

Following an offer, Hudson Legal is able to assist with all aspects of the offer process, from salary and benefit negotiations, to managing a successful acceptance.

## ABOUT HUDSON LEGAL

At Hudson, we understand that successful working relationships are the key to the success of both the organisation and the individual.

We understand this because we employ 3,300 professionals serving clients and candidates in more than 20 countries globally. Hudson Legal is one of the world's largest legal recruiters, giving us the broadest understanding of the ever-changing dynamics of the global legal marketplace.

In this day and age, it is vital that a global network is combined with in-depth local market knowledge and capability. In the UK, we have Legal recruitment consultants, the majority of which are legally trained or qualified, based in London, Birmingham, Leeds, Manchester, Edinburgh and Glasgow, providing national coverage to address your recruitment needs.

Our Private Practice team has vast experience recruiting for all sizes and types of firms, ranging from Magic Circle through to niche boutique firms. Our In-house team is segmented by sector so you can be sure you get the depth of industry knowledge required to provide you with highly tailored recruitment advice.

We work with our clients on a retained, contingent, temporary or contract basis; offering flexibility to recruitment solutions reflective of individual requirements and fluctuating economic environments. Our Temporary & Contract recruitment capability is fully integrated within both our Private Practice and our In-house teams, so that you can be certain you get the most effective interim solution should the need arise.

In conjunction with our talent management offering, we partner with our clients to select the right people, engage and retain talent, and develop and shape potential.

Most importantly, we create long lasting mutually beneficial relationships, so that you can be certain we have the future in mind when working with you. We think this is a refreshing approach in a time when too many people are focused on short term transactions instead of long standing business relationships. That is why we will never offer you a standard service and insist on a personal local service but with a truly global reach.

We're different because you are.

For more information about the services Hudson Legal provides, or for contact information of the consultant dedicated to your business type, please go to [www.uk.hudson.com](http://www.uk.hudson.com)

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