

It's been a patchy 2024 for hiring within legal finance, with marginal year-on-year growth and sporadic spikes in demand but overall, another slow year when compared to the industry-wide hiring sprees of 2021/22.



The majority of hiring activity has centered around working capital functions, at both managerial and team levels, with US firms becoming increasingly active as the year has progressed. Movement at Senior/Exec levels has remained infrequent and the steady growth of commercial finance teams we saw prior to 2023 has yet to get back on track.



For many active jobseekers it's been a challenging period. With less competition for staff and some painful lessons learnt over hasty hiring decisions made during 21/22, many hiring firms are prepared to wait longer to identify applicants who fit within a narrow search criteria.

But things may be about to change...



Analysis compiled by Vacancysoft in October highlighted a significant increase in fee earner vacancies for law firms this year - a forecasted 27.6% year on year increase, after a record breaking Q3 period for hiring activity.



The knock-on impact on hiring for additional Business Services headcount traditionally trails fee earner recruitment of course, but this certainly paints a more optimistic picture for 2025 and beyond. Perfect timing therefore for firms to critically assess whether their recruitment partner relationships will provide them a competitive edge when demand becomes more widespread across the sector.



If you'd like to discuss how we've been evolving our delivery model and improving outcomes for law firms we're working in exclusive partnerships with, please book in a call with Richard here:

[BOOK A CALL](#)

the impact of AI



The impact of AI on recruitment advertising

Whilst AI is providing valuable efficiency gains in the administration of recruitment processes, there is a growing consensus within the recruitment industry that a far greater volume of work is being created through the emergence of AI-driven automation tools for job seekers, which are driving up advert response rates to unmanageable volumes.

Generic and/or AI-produced job adverts are most likely to yield a high volume of unsuitable applicants, whilst failing to inspire the passive readers you're targeting to apply. Whilst we'd strongly discourage over-reliance on vacancy advertising, it can still be an effective method as part of a wider applicant sourcing strategy, but only when the desires of the target audience are properly understood and effectively put into words.

The ability to translate your hiring requirement into a compelling proposition for your target audience is a crucial factor in attracting the best talent to your business.

areas in demand



Areas in highest demand:

Financial/Management Accounting (3+ years PQE)
Revenue Control
Legal Billing



Areas in short supply:

Pricing Analysts
eBilling Analysts
Financial Accounting

successful appointments

Successful appointments over the past 3 months include:

Practice Manager
Senior Financial Accountant
Pricing Analyst
Payroll Coordinator
Billing Executive

Legal Cashier
Revenue Controller
eBilling Coordinator
Junior Analyst
Senior Accounts Payable Coordinator

+ more

views from the team

Are you following us on LinkedIn?



Richard Hooper
Director



Neil Gibbs
Senior Consultant



Here's a few things we've been talking about over the last month:

[A Finance Director frustrated with high staff turnover.](#)

[The negative consequence of rushing the start of a hiring process.](#)

["Because we're \[law firm name redacted\]".](#)

[he importance of understanding your value proposition to the applicants you're aiming to attract.](#)

[Jobseekers: how to identify the recruiters who'll offer you the best chance of securing interviews.](#)

[Jobseekers: why you should ignore the number of applications you can see against job adverts on LinkedIn.](#)

[Great expectations.](#)

[Is there a reason why applicants are dropping out of your interviews and offers are being rejected?](#)