

Candidate Case Study

Not all successful placements are a result of the traditional recruitment process of job requisition through to placement. In many situations, scarce skillsets and competitive industries put the candidate in the driving seat...

Challenge

A Senior Lawyer recently approached JAM after spotting a position with a Law Firm advertised on LinkedIn.

Due to an ongoing relationship with the candidate after previously representing them, our team already had a good idea on what they were looking for. The candidate was in search of a role at an established and international law firm with an interest in expanding its Middle Eastern footprint. He also wanted the ability to bring his existing team on board, joining a firm at Partner level.

After re-establishing his requirements we began developing a tailored solution which best suited him and his team.

JAM's Solution

Due to the competitive landscape, it was important to present the candidate with numerous suitable opportunities. JAM ran through the original position but also used our market knowledge to present the candidate with several other firms that could be interested in his skills and experience. This included firms that:

- Were similar to the candidates' current employer
- Were similar to the employer he applied for
- Had recently lost someone in a similar role to the candidate

With sign off from the candidate on the firms he was happy for us to contact, JAM speculatively approached Regional Head's, CEO's and Senior Board Director's at 8 international law firms with a confidential profile on the candidate.

We were up against the clock. A firm who had previously expressed an interest in the candidate (prior to JAM's representation) had started to accelerate their internal processes and approached the candidate. However, due to issues such as delayed interviews, lack of clarity on management structure, no correspondence weeks after meeting with them and inadequate feedback, the candidate had major concerns.

The Results

Many of the Senior Management we approached were happy to explore the option of hiring a full team. We ensured our processes were streamlined, efficient and as in depth as required for the candidate and his team to make the best and most informed decision.

The candidate (and his team) joined an international law firm as a Partner, introduced by JAM within 3 months of our original contact.