

Having finally concluded 2019, we can now reflect on another year of two-halves within the legal finance hiring market.



As with 2018, **the year got off to a flyer** with **highest demand for staff arising during Q1** and then gradually reducing thereafter - with Q4 again being the quietest period.



It's not all doom and gloom however! We've been back only a matter of days, and have **already been engulfed with new instructions** with advance notice of many more to come.



Undoubtedly the **political climate** will have had some influence on the **hiring market for 2019**, particularly in the run up to the General Election in December, but with that matter now behind us, the **lingering uncertainty has at least been reduced.**



Over recent months, we've continued to see the **highest demand** for those working within **Revenue Control** and **Pricing functions**. There has also been an **increase in activity** for **Finance Manager** and **Financial Controller opportunities**, and we're again seeing growing demand for those hard-to-find Finance Systems Analysts.



Looking to the year ahead, we **fully expect to see an increase in hiring activity throughout 2020**. The continued aggressive growth of US firms, together with some large-scale financial transformation projects across the industry, are likely to stimulate movement for everyone. It's certainly **a good time to be making a career move**, with competitive packages being secured across the market and progressive career opportunities arising on a regular basis.

quarterly summary



Areas in highest demand:
Senior Pricing /Pricing Managers
Revenue Controllers
Financial Systems Analysts
Financial Controllers



Areas in short supply:
Finance Systems - all levels
Pricing - all levels
Chartered Accountants
Revenue Assistants

key highlights



December data showed the **first rise in permanent staff appointments for a year**, albeit modest.



Availability of candidates for new roles **continued to decline**, and sharply in December. **A long running trend**, which dates back to May 2013.



Starting salaries for both **permanent** and **temporary** staff **continued to rise**, although at the softest pace seen over the past three years.

Key highlights from the REC produced 'Report on Jobs' analysis published in January 2020 (UK wide)

successful appointments

Successful appointments we have made during the Q4 period include:

Financial Controller

Head of Business Finance

Finance Associate

Senior Legal Cashier

Senior Credit Controller

Revenue Controller

Assistant Accountant

Business Intelligence Analyst

Revenue Assistant

Credit Manager

Pricing Analyst

+ many more

views from the team

"Although it's difficult to predict in advance the areas in which we expect to see most demand with full confidence, it currently seems a pretty safe bet that we'll continue to see heavy demand for those working within Revenue Control/Working Capital Management throughout 2020. We're also anticipating an increased level of demand coming from finance systems teams across a variety of levels, and a continuation of activity at senior management level. Recent months have seen an above average rate of hiring activity at Finance Director, Financial Controller and Finance Manager levels, along with a number of senior Commercial Finance and Pricing hires. Such roles often have a knock-on, sequential string of vacancies following elsewhere in the market, and we're braced for a productive start to this new decade."



Richard Hooper
Director



Daniel Cumberworth
Senior Consultant

"With flexible working and agile environments becoming more commonplace in the legal sector, it's becoming a valuable method of talent retention and attraction for firms who have embraced it and who will openly communicate their policies. Increasingly, it's a question that gets raised by potential jobseekers when considering opportunities, and whilst for some it's only a 'nice-to-have', there is a growing population for whom it has become a deal-breaker regarding any potential career moves. Whilst we understand there are commercial limitations on what can be accommodated at times, we believe the firms who are reluctant to even have a conversation with prospective candidates at the point of hiring, will increasingly struggle to attract the range and diversity of talent they're hoping to identify."

"Candidate experience is going to be a strong focus for us this year as we work even closer with our clients, acting as an extension of their hiring teams during the hiring process. In a challenging market, where talent is often at a premium, more emphasis is being placed on the experience candidates have when interviewing. In the case of multiple processes/offers, candidates are much more likely to accept a role where they have had a positive overall experience, and have been able to 'buy-in' to the culture and feel of a firm - a process that needs to be managed carefully and proactively."



John Carleton
Senior Consultant

latest news



We're thrilled to announce that our team is growing.

We have recently been joined by George Custance, who will be working hard in helping to uncover more hidden talent across the legal finance community. George, a Business & Management graduate, already has experience gained within the industry, having completed an internship at Herbert Smith Freehills.