

**Having reached the half year point, we can confidently report that demand for staff within the Legal Accounts hiring market has been stable and consistent so far for 2019, with the number of instructions we received in Q2 2% higher than the figure reached in Q1.**



It's been an interesting year for us so far, in that we're seeing a very broad range of requirements coming through to our team, both in seniority levels but also in responsibilities, with firms seeking to attract new skills and experience to their finance teams, including those from outside of the legal sector. That's not to say that the hiring market hasn't been challenging however. Over the past few months, we've seen a **notable increase** in the prevalence of **counter offers** and candidates receiving **multiple offers**.



Competition for talented individuals seems to be as **high as it's ever been**, and hiring firms are having to adapt accordingly. Salary packages need to be competitive, but just as important is the focus on the candidate experience when interviewing with a firm. Arduous hiring processes where there is little emphasis of what's ultimately in it for the applicant, will likely result in failure and wasted time.



**Commercial finance, pricing and working capital roles** have been in the **highest demand** over the last few months – a trend we anticipate will continue for the foreseeable future with many firms increasing their headcount in these areas.



There can be an expectation that the **summer months** will see a slowdown in hiring activity, but this **hasn't been the case over recent years**, and **doesn't seem likely to change for 2019**. We're already aware of a large number of firms who are working on future requirements which are likely to go live during this period and would certainly encourage anyone considering their next career move to get in touch, as it's a great market in which to make a move.

## quarterly summary



**Areas in highest demand:**  
Senior Revenue Controllers  
Pricing Executives  
Financial Accountants  
Finance Systems Analysts  
Senior Legal Cashiers



**Areas in short supply:**  
Finance Systems – all levels  
Pricing – all levels  
Financial Accountants  
Credit Controllers

# key highlights



Although a **modest decline**, the number of **people placed** in to **permanent roles fell** for the fifth time in six months



**Demand for staff** continued to **increase in June**, although the rate of expansion held close to a multi-year low



Low candidate availability saw starting salaries for **permanent staff** continue to rise sharply, whilst hitting a **seven-month high** for **temporary workers**.

Key highlights from the REC produced 'Report on Jobs' analysis published in July 2019 (UK wide)

# successful appointments

**Successful appointments we have made during the Q2 period include:**

**Finance Systems Manager**

Finance Director

**Financial Operations Manager**

Partnership Accountant

**Junior Management Accountant**

Billing & Data Analyst

**Billing & Collections Specialist**

**Senior Revenue Controller**

Office Account Coordinator

**Credit Manager**

Accounts Payable Supervisor

**Senior Legal Cashier**

Revenue Supervisor

**+ many more**

# views from the team

*"It's a recurring topic in recruiter market updates, but with the current hiring market conditions being as they are, we can't emphasise strongly enough the need for carefully managed hiring processes to stave off your competition. Long delays between interview stages, with little feedback and uncertainty over future timescales is a surefire way to drop down the pecking order in an applicant's preferred options when they're looking at multiple roles. From an applicant perspective, the firm who moves quickest will be showing the strongest signals of interest, and that can count for a lot when they're weighing up the risks of moving to a new employer. There are many other factors that can help you to minimise unwanted drop-outs in hiring processes which we're always happy to discuss further with our clients."*



**Richard Hooper**  
Director



**Daniel Cumberworth**  
Senior Consultant

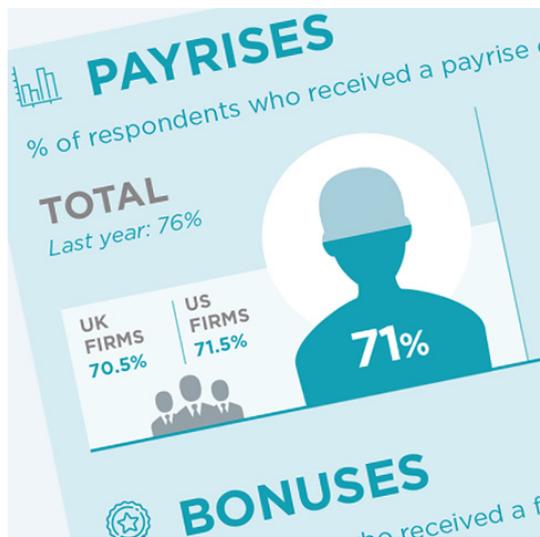
*"Q2 has seen an increase in recruitment activity at the Credit/Revenue Manager level, with many firms appreciating the need for improved cash collection and reducing debtor days rather than just focusing on hitting monthly billing targets. This has seen some really interesting newly created roles pop up in the sector, thus creating some churn at this level. We've been lucky enough to manage some of these processes exclusively, and have successfully placed a number of people in this area."*

*" I think it's a positive for the market to have had such consistent demand for staff this year. Those ready to make a career move are experiencing a lot of choice in the legal sector, and are able to achieve higher remuneration packages which often include flexible working, study support and clear career development paths. Hiring firms are having to pull out 'all the stops' to secure top talent in the market - it's definitely a good time for people to be looking!"*



**John Carleton**  
Senior Consultant

## latest news



### 2019 Legal Accounts Salary Survey

Q2 saw the release of our comprehensive salary survey, compiled in association with the ILFM, with in depth commentary in to the trends we've witnessed over the past 12 months, and analysis on the prevalence of pay increases and financial bonuses.

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