

After a sluggish November/December period, the legal finance hiring market has picked up pace throughout the month of January, with some promising signs of confidence returning to the sector.



Several firms have shared with us their plans for headcount increases this quarter and with workload high in the majority of finance teams, we're optimistic for an improving hiring market as 2024 progresses.



That said, it's important to recognise that this is still an employer-driven hiring market which is some way off the peak periods of hiring seen in 2021 and 2022. The rate of salary growth over the last year has softened in line with reduced competition for talent, with fewer options available for those actively considering a move. We anticipate that internal pay reviews may struggle to meet with the high expectations that have been set in recent years.

What impact does this have on hiring?



With applicants less likely to be in multiple recruitment processes, firms are able to be more patient in identifying the right talent and ensuring their long-term suitability.



Firms recruiting directly however are likely to receive a far higher volume of applications to assess internally and may also experience higher volumes of applications via competing recruitment suppliers, creating additional workload and challenges in deciding which applicants to shortlist for interviews.



It's our view that this is an ideal time for hiring firms to critically evaluate their approach to hiring and to consider how they're utilising and assessing recruitment suppliers to achieve the best possible outcomes. The over-reliance on use of multiple-agencies in competition against each other seen across the sector often leads to compromised results and a sub-optimal candidate experience, which can be easily avoided.

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](#)

2024 salary survey



It's that time of year again and we're now collecting data for our annual Legal Accounts Salary Survey.

Conducted in partnership with the Institute of Legal Finance & Management for over 10 years now, our aim is to provide the most comprehensive salary benchmarking guide for legal finance teams throughout the UK.

The survey takes 2-3 minutes to complete and is completely confidential. We'll publish the final report in April on our website, but please [email Richard](#) if you'd like a copy sent to you directly.

This is a confidential survey which takes just a few minutes to complete, and the results will be freely available via our website and socials in April.

[TAKE THE SURVEY](#)

quarterly summary



Areas in highest demand:

Billing & Revenue Control
Financial/Management Accounting
Commercial Finance
Legal Cashiering



Areas in short supply:

Pricing Analysts
eBilling Analysts
Finance Systems
Financial Accounting

successful appointments

Successful appointments over the past 3 months include:

Finance Manager

Practice Manager

Revenue Manager

Payroll Coordinator

Senior Legal Cashier

Billing Specialist

Accounts Assistant

Legal Biller - remote

Revenue Assistant

+ more

views from the team

Are you following us on LinkedIn? Here's a few things we've been talking about over the last month:

[We need to talk about salary expectations. Richard shares his views on a looming issue over salary expectations within legal finance.](#)

[Could your firm benefit from introducing onboarding interviews? A simple way to gain competitive advantage in assessing your talent attraction and hiring process.](#)

[Three indicators to Law Firm Finance Directors that it may be time to start considering your next move.](#)



Richard Hooper
Director



Neil Gibbs
Senior Consultant



[Interview questions for jobseekers - what to ask and why.](#)

[Career planning in legal finance. Why it's important to plan two steps ahead.](#)