

# MEET THE TEAM

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Associate, Bristol



"It's a very rewarding career and I enjoy knowing I've helped someone land their perfect job."

#### **When did you become a legal recruitment consultant?**

I joined Chadwick Nott in July 2016 after I finished university - the same week as my graduation. I was new to recruitment but had heard it's a rewarding career - offering variety in your day, lots of 'people' contact, and it can of course be very financially rewarding. I studied law at the University of Bristol and despite not wanting to pursue a career as a lawyer, I didn't want to completely waste my years of study and my knowledge of law. Working in legal recruitment offered the perfect compromise. I am surrounded by ex-lawyers with very good knowledge of all areas of law.

#### **Why did you join Chadwick Nott?**

The company appealed to me because they are experts in legal recruitment. I believe we are the best at what we do. Chadwick Nott has been going for over 25 years, so we have countless long-standing client relationships - law firms of all sizes and many commercial organisations, which has given me a great platform to thrive from.

#### **Describe your role.**

I recruit Paralegals/Legal Assistants, Legal Executives, Legal Advisors and Legal Managers. At Chadwick Nott we have a separate team who deal with qualified solicitors, but I cover any legal fee earning or management roles where a solicitor qualification isn't needed. This means I am able to recruit for senior roles e.g. Legal Manager and Head of Operations positions. Since I started, I have expanded my remit and now recruit for other business support roles within the legal sector (with an emphasis on HR but also roles such as Risk & Compliance).

I work on these roles at any level; e.g. Risk & Compliance Assistants, Risk & Compliance Officers, Risk & Compliance Managers, HR Advisors, HR Managers and HR Directors. I cover the South West, South Wales and South East regions, working for clients including international law firms, small high street practices and large companies. I actively get involved in marketing; e.g. running CILEX events, presenting at career fairs and attending Junior Lawyer Division (JLD) seminars and socials.

### **What is it like to work at Chadwick Nott?**

I really enjoy working at Chadwick Nott for a number of reasons. One of the main reasons is the culture of the business. We have a very trusting culture and unlike other agencies we don't have KPI targets for the sake of them – we are given great training and we are trusted to run our 'desks' in the most effective way. There are other perks here that make for a great culture; e.g. team reward trips (such as spa days, smart restaurant meals), having our birthday off work, dress down Fridays, team Corporate Social Responsibility (CSR) days, high street voucher rewards for a variety of targets and simply having the flexibility to work from home when necessary. The office is very supportive and team-orientated. It doesn't feel like I am in competition with my own team, just competitor agencies – we celebrate hitting targets as a team. I really enjoy how varied my role can be - one day helping a law graduate to land their first legal role and the next working on a high-profile HR Manager position. And let's not forget the incentive of earning commission without a threshold, which is a definite bonus!

### **What has been your work highlight?**

There have been a number of highlights in over 3 years at Chadwick Nott. My favourite moments include when I secure work for anxious individuals who are so keen to work. For example, when I found a job for a candidate who had just been made redundant or when I secured work for a daunted law graduate who had very little work experience. The moment I told them that they had been offered a role and heard the absolute delight in their voice was a great feeling.

### **What do you think are the skills necessary to succeed in your job?**

Firstly, you need to be motivated and hard-working. Luckily at Chadwick Nott we have a great reputation so a lot of clients come to us when they need assistance. However it is essential that we generate our own business and grow our client base, which requires determination and confidence. It is also important to be inquisitive so you follow leads and get to know the clients well. Resilience is crucial to keep going through the harder times. Obviously it is essential to have an interest in people as recruitment is all about building strong relationships and being a good listener so you really get to grips with what your candidate/client needs. You must have a commercial mind-set as the market is continuously changing, so you need to be able to adapt in order to continue being successful.

### **What do you think the next 12 months will bring?**

The next 12 months will be busy for my team. The market is candidate short (in terms of experienced lawyers) so more and more law firms are becoming flexible in terms of who they recruit. We are seeing a lot more firms being open to considering experienced paralegals/ legal executives for their solicitor vacancies and recognising candidates for their experience as opposed to qualification. Consequently this will mean we will have more roles to work on. With regards to the Brexit uncertainty, our market has shown resilience with a continued demand for legal professionals at most levels.

**We are recruiting!**

If a role like Emily's sounds interesting, please contact [melaniebassett@chadwicknott.co.uk](mailto:melaniebassett@chadwicknott.co.uk) with your CV.

For more information on working at Chadwick Nott please visit our website.

**[WWW.CHADWICKNOTT.CO.UK](http://WWW.CHADWICKNOTT.CO.UK)**