

# HOW TO...

## *optimise* your job search

### Enlist the help of a professional

Planning a career-move can often be a daunting task, and whilst we'd always recommend researching the market and getting a good feel for the opportunities out there, enlisting the help of an expert will undoubtedly give you a competitive advantage. Recruitment Consultants are the eyes and ears of the marketplace - and will gladly furnish you with information about the market, salaries, employers and their culture. They will also act as a go-between when it comes to salary and package-negotiations - a vital part of the process when you consider that, according to our research\* of the 40% of legal professionals who used a recruitment agency last time they moved; 73% secured a payrise - 10% more than those who went direct..



### Network, network, network

Networking, particularly for legal professionals, is often part of the job and brings a multitude of benefits and opportunities to connect like-minded individuals in a professional setting. This can prove invaluable as part of your job search; developing relationships that often lead to work-related opportunities, or allow you to gather information about openings in the market. Professional contacts may also offer advice, support, leads or referrals helping you to bypass the competition and build up an informed picture of the market and options open to you.



### Conduct a personal online audit

The modern recruiter - whether that's through an agency, or part of a legal HR resourcing team, will undoubtedly use a candidate's social media and online presence to assess suitability for a role. It's therefore vital that your profile presents you in the best possible light. Ensure your public social profiles are professional in tone and reflect your personal brand. Even better, be digitally active across online networks, demonstrate thought leadership in your field and spend some time connecting with individuals who can develop you professionally and aid your search.



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### Widen the net

The greatest opportunities when furthering your career aren't necessarily right under your nose. Last year, 22% of legal professionals we surveyed said they were open to the idea of relocating on their next move and although this figure has dropped over recent years, it continues to be a lucrative decision with the value of pay-rises on move 20% higher than those who move more locally according to our research\*. And, whilst a physical relocation may not be suitable for some, employers are increasingly looking at agile-and flexible-working as a way of attracting talent that isn't necessarily limited to an office location.



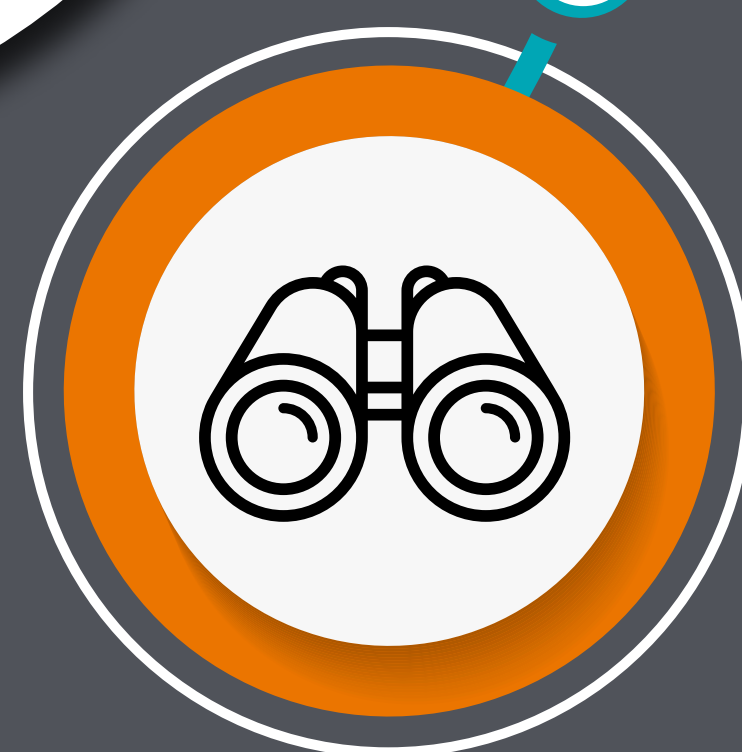
### Let technology give you a head start

Trawling job boards for hours on end can be labour intensive, so setting up automated job alerts seems like a sensible step that will save time and often, give you a head start with your job search. Alerts enable you to receive live vacancies straight to your inbox and are an invaluable tool that generally only take a few minutes to set up. The alerts can be tailored to the specifics of your search, meaning they cut through the clutter and deliver only relevant vacancies. Some agencies (like us for example) will send alerts the minute a vacancy is live - giving you a competitive advantage to kick-start the application process and be top of the pile.



### Be open-minded

As recruiters, we advise our candidates to be as specific as possible when considering their next move. However we'd also encourage them to consider other options that may widen their search. We often see Lawyers within Private Practice make a move In-house for example, or consider contract or Locum vacancies. At Douglas Scott we have recruitment specialists that can advise not only on live roles within your practice area, but also ensure you are presented with all possible opportunities to inform your search, and ensure you have all bases covered.



If you're looking for new opportunities and want to have a confidential chat with an experienced legal recruiter about your next steps, don't hesitate to contact us.

Douglas Scott are multi-award winning legal recruitment experts. However big or small your plans, we're here to help you achieve them.

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\*Data is taken from our 6th Annual Salary & Benefits Benchmarker. [Click here to download.](#)