

## Ten Commandments for Selecting the Right Legal Recruiters

After all the fuss last week and the after-party of the awards we were feeling pretty good about ourselves and decided it'd be fun to write the "Ten Commandments" for in-house legal recruiting. Since we at Atlanta's best legal recruiters, ESQ Recruiting, clearly know what we're talking about when it comes to legal recruiting services, here it is:

1. Thou shalt select ESQ Recruiting, and thou shalt have no other legal recruiters.  
*Naturally, we would say that!*
2. Thou shalt not be fooled by graven imagery.  
*Seriously though, it's very easy to have a corporate image on a website. But look deeper, do they have real talent? Are they legal headhunters, as well as in-house counsel recruiters? Do they know the market, the players, movers and shakers?*
3. Thou shalt be mindful of thine future.  
*Think long term. This goes both for your company, your legal recruiters and your recruits. It may be tempting to out-source as a quick solution. But there are many benefits to recruiting in-house legal talent.*
4. Participate in thine legal recruiting process and scriptures.  
*Work with your legal recruiters. Help them help you. Have you thought about your long term strategies, how you want the company to grow and how your recruit will need to grow with your company?*
5. Produce and abide thine scriptures of your company.  
*Document your strategy with your team, ensure you are aligned in your vision of the perfect in-house legal counsel.*
6. Abide and heed the scriptures of your in-house counsel recruiters.  
*Yes, there is paperwork involved. But take note, it's all necessary and a good legal recruiters won't bog you down with unnecessary paperwork. With the right legal recruiters you should have lists of only high quality, viable candidates.*
7. Love thy neighbour.  
*True in all walks of life, as well as in the world of executive legal recruiters; look to build lasting business relationships with the best legal recruiters built on mutual trust, respect and professionalism.*
8. Thou shalt not crumble under strain.  
*It can be a real challenge finding the right legal recruiting firm for your company. But don't give up and accept second best. We're always here to help.*
9. Give them each day their daily bread.  
*Don't pinch on budget, get the best you can afford and grow your business on solid foundations. We've looked at budgeting your legal recruiting in a bit more detail here.*

10. Thou shalt not fly before thou can walk.

*Ensure you're growing your business on solid foundations and infrastructure. Give your legal recruiters the time they need to find the right in-house legal counsel for your company.*

*Leaving things to the last minute can really hurt company growth over a long period of time.*