



Hiring Trends: Legal Market Q4 2019 – Q2 2020

Introduction

Over the past six months, we have seen exponential change across our markets due to the global pandemic.

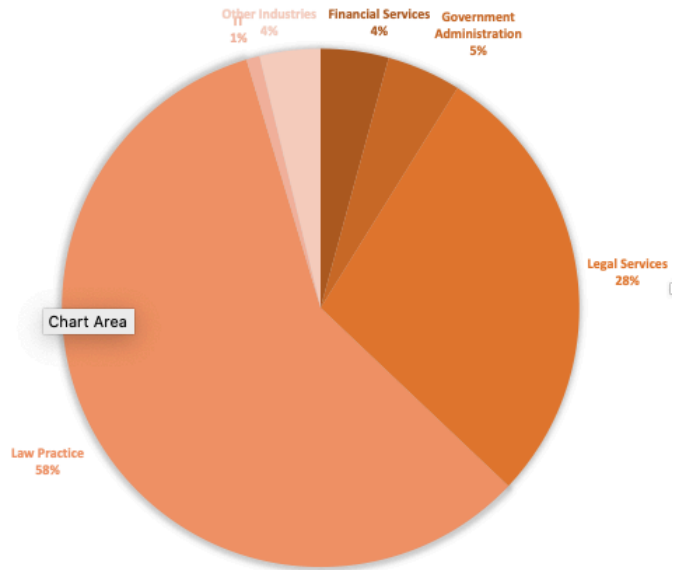
From hiring freezes, to furlough and redundancy many companies have had to not only weather the storm, but also re-define what "doing business" will look like going forward.

With a large portion of the workforce still working from home and the furlough scheme soon winding down, it's fair to say that firms are not out of the woods yet.

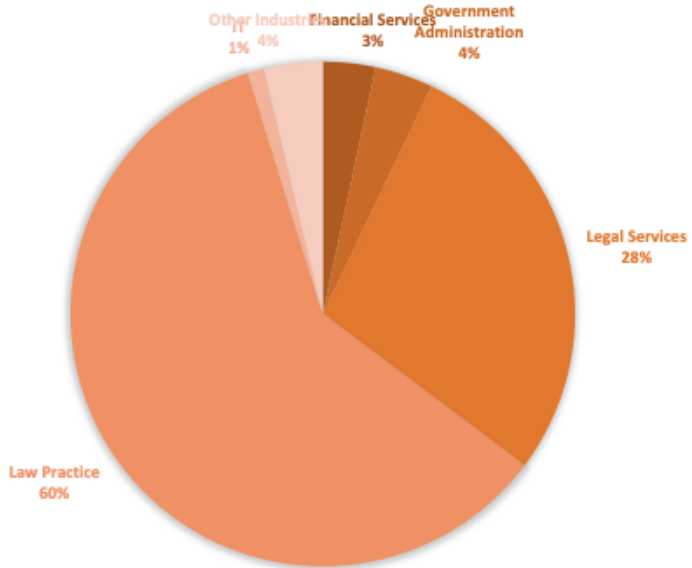
Just this week *The Guardian* reported over **150,751** redundancies this year so far with over **9,373,700** people still on the furlough scheme.

In this report, we take a closer look at the **Legal** market to track the impact that COVID-19 has had on the sector and consider the challenges facing firms going forward.

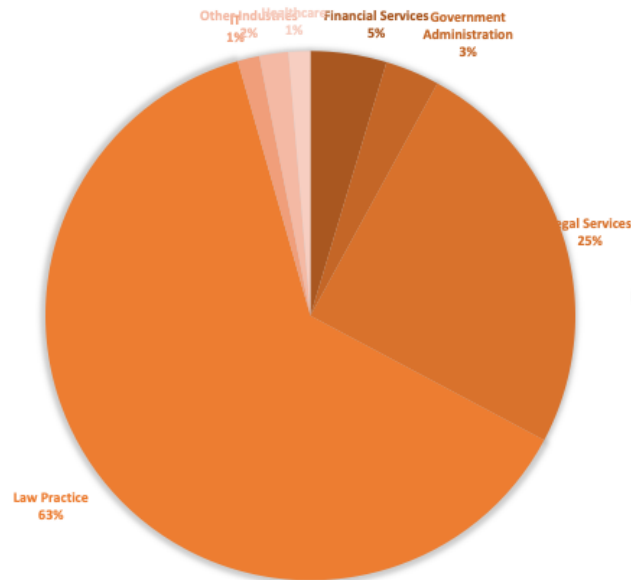
LEGAL 2019 Q4: JOB HIRES - INDUSTRY (1701)



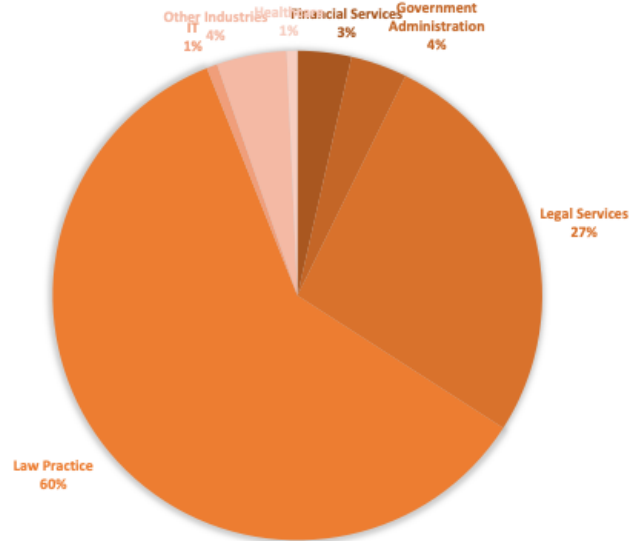
LEGAL 2019 Q4: JOB LEAVERS - INDUSTRY (1041)



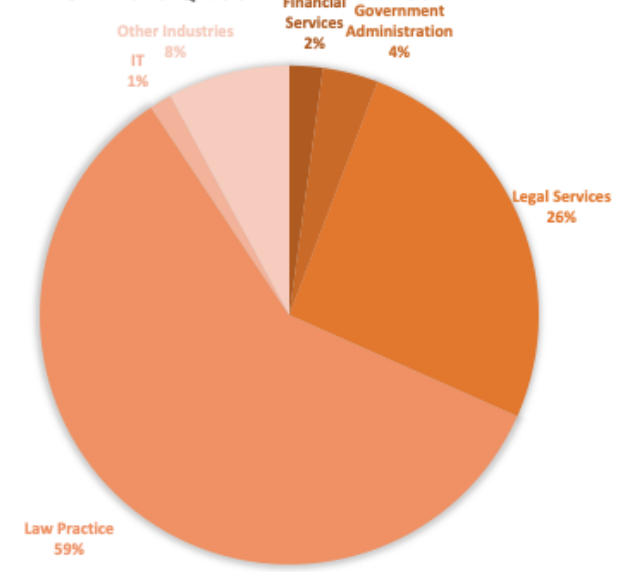
LEGAL 2020 Q1: JOB HIRES - INDUSTRY (- 8%)



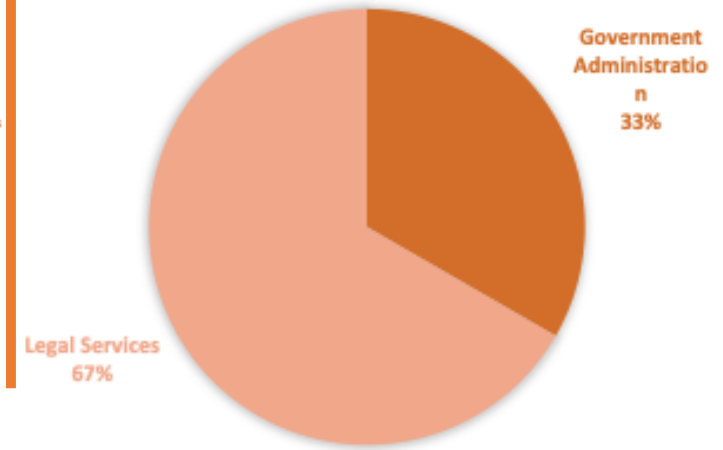
LEGAL 2020 Q1: JOB LEAVERS - INDUSTRY (- 46%)



LEGAL 2020 Q2: JOB HIRES - INDUSTRY (- 92%)



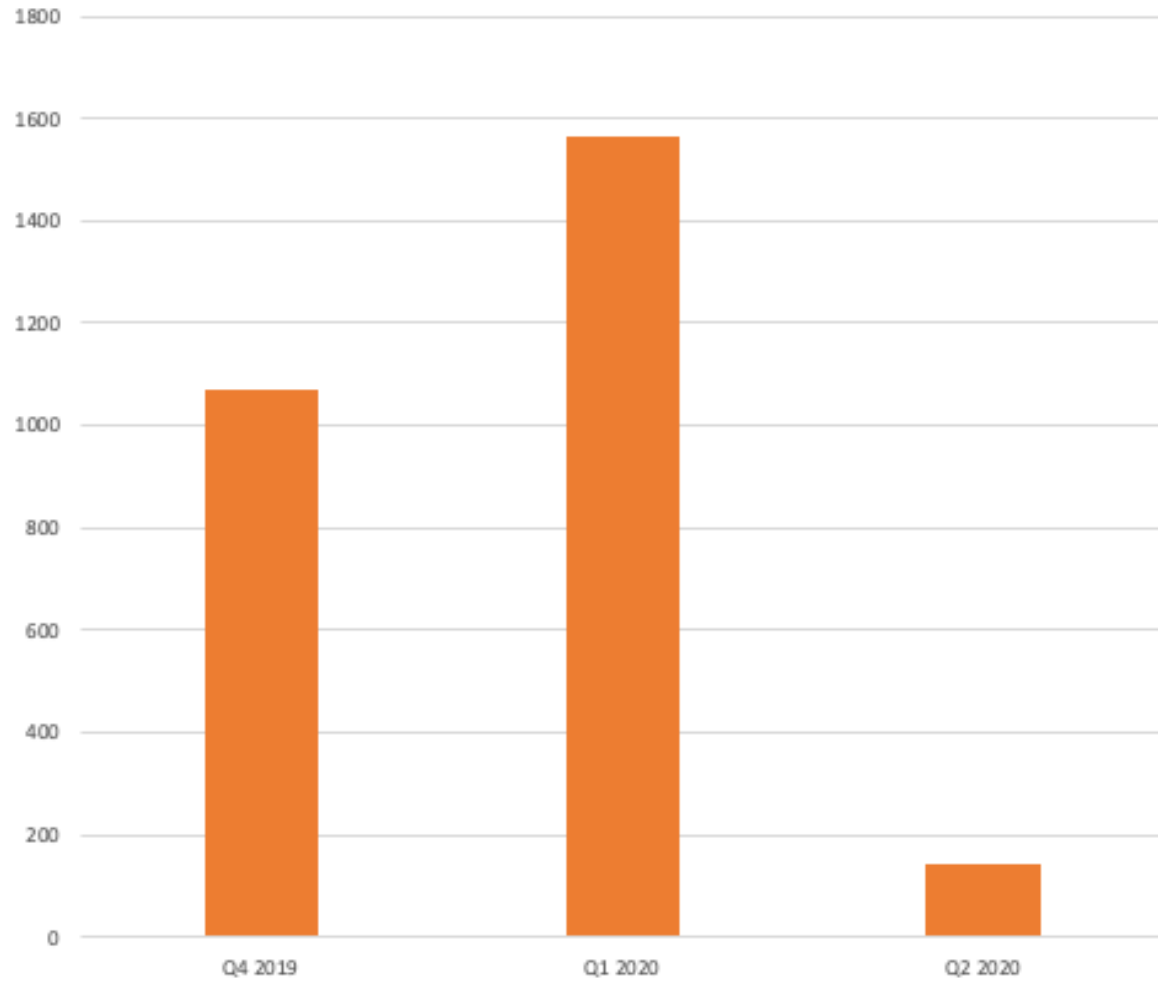
LEGAL 2020 Q2: JOB LEAVER - INDUSTRY (- 98%)



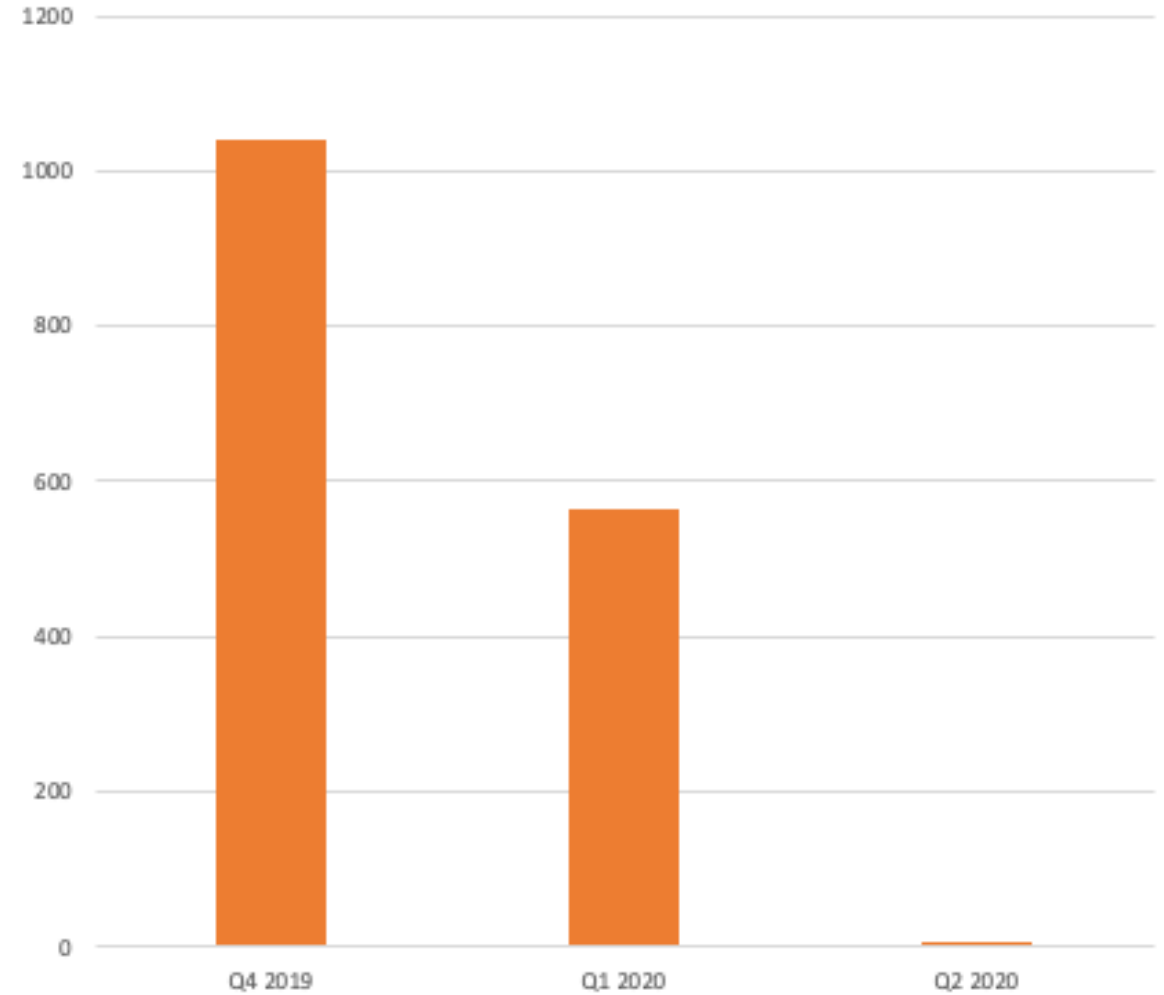
Legal

(- 8%)

Job Hires - Legal (number of hires)



Job Leavers - Legal (number of leavers)



Legal

Legal - Insights

At the start of the pandemic, the general feel amongst our peers within the recruitment industry is that legal roles would remain lucrative during the pandemic. If we look at the data in *slide 4*, this almost seems like the case. Instead of new hires dropping we actually see an increase of new hires, especially within legal practices.

This could be due to companies investing in Legal talent, in order to bolster their defences in the face of potential collapse. However, as we look to Q2, the impact of the pandemic is evident, and we see a drop of new hires and an even more dramatic decrease in professionals leaving their roles.

Again, as we conducted this research the parallels across our markets became obvious. Although many firms were in fact still interviewing new talent, we also felt a trepidation in clients following through with the hiring process until the long-term effects on the economy become clear.

“The Legal market was unexpectedly hit as the pandemic continued out of the original timeframe of lockdown. This saw many more firms put their staff on furlough and teams not having enough work. Newly Qualified Lawyers have particularly been hit by the pandemic with firms opting to go on a hiring freeze in a bid to understandably maintain their current talent”.

- Lauren Webber, Senior Recruitment Consultant at FourthLine

FourthLine are a regulatory compliance and operational risk management consultancy blending consulting, change and talent services to provide clients with the expertise to identify, reduce and manage risks.

If you are looking to develop your firms' legal capabilities, please contact Lauren Webber at:

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