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# NQ Solicitors Guide 2019

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How can Brooke Thornham  
help with your search for  
an NQ role?

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**Brooke Thornham**  
Consulting

# How can Brooke Thornham help with your search for an NQ role?

The consultants at Brooke Thornham have many years' experience of helping NQ lawyers. We have such a long-standing reputation in the legal recruitment market that many of the junior candidates we have previously placed are now partners or in-house counsel with teams of their own to recruit for.

As a newly qualified lawyer, you may have never instructed a recruitment consultant before and we appreciate you'll feel as if you're in unfamiliar territory.

The good news is that our people have been dealing with the NQ process for over 20 years. As a result, you can expect a meticulous level of support at every step of the process.

- **Initial contact.** We will have an initial telephone conversation with you, to discuss timing and then arrange for you to meet with one of us for a one-to-one conversation - this will be tailored entirely around you.
- **Personal consultation.** During our personal consultation we will listen to your thoughts about the options you are considering, or any definite plans you have. You don't need to have made up your mind on what you want to do at this stage. We can bounce ideas around and you can use us as a sounding board in an informal setting – it's not an interview! We will discuss the market and how best to present your CV, which is still very likely to be "work in progress" at that stage.
- **CV preparation.** We'll appraise your CV and make recommendations on how it can be improved. This might include holding more than one CV for different specialisms/ applications.
- **Agreed strategy.** Once we have a proper understanding of your needs and you've made a decision on which area(s) of law you would like to pursue, we'll then look to agree which firms/businesses you would like us to approach on your behalf. At this stage, our ideas may not simply be confined to firms who have published vacancies – we like to be proactive for candidates where it's appropriate, since it's important for you to have options, and to take control.
- **Approaching firms and sharing feedback.** Once we have made some approaches to firms for you, we'll do everything we can to raise their interest in you as a candidate. We will keep you informed on applications we make, and can chase feedback on your CV if we have not heard back within a reasonable time. Through feedback, you should be able to get a better understanding of the market and of your experience as a candidate within it.
- **Interview support and feedback.** When you are offered an interview, we will be there to support you, in terms of preparation for what is to come. We will brief you on the firm as well as the individuals involved and make sure you have the best chance of doing well in that meeting. We will have a de-brief with you after every interview to make sure everything has gone to plan, and to be prepared to deal with any points which may have arisen and which might need clarification. We will deliver your feedback to the client and obtain theirs as quickly as we can. We repeat this process if the application moves to second interview, or even third.

- **Offer negotiation and management.**

If you are offered a position, we will discuss it in detail with you and manage any outstanding interviews you may have, so that you are not backed into a corner. The best case scenario is that we can get you more than one offer to consider in a similar time frame – although you can probably already see that this is easier to achieve if you're working with us exclusively. We always attempt to maximise the element of choice it's in your best interests.

- **Resignation and start date.** We will help you with your resignation, if you decide to accept an offer. This can be an awkward part of the process if you have a good relationship with your current firm and/or if they are looking to retain you on qualification. Most trainees feel a sense of loyalty to a firm which has invested time and money in them, so resigning can be hard, but it is a necessary part of the process. We'll also help you to arrange a suitable start date, and hopefully that will allow you to take a well-earned break before starting your new role!

## TOP TIP

Don't use up all your annual leave in the 2nd year of your training contract. Keep some in reserve. You may need to use this for interviews. You don't want to be at risk of being detained in a client meeting which has overrun and risk a clash with your interview. If you have some left over, take a break before starting your new role. Be refreshed and ready.



**Be aware of the latest opportunities by signing up for our regular Jobscast emails and monthly 'NQ Bulletin' newsletter containing market insights, advice, and details of specific NQ opportunities - visit our**

## Get in touch

If you'd like to speak with us about your own circumstances and how we can assist you then please feel free to check out our profiles, and don't hesitate to make contact with any of our team on **0113 487 3080**. (We are happy to schedule conversations out of hours to suit you.)



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