

What's hot and
what's not in 2019;
and in-house in the future

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What's hot and what's not in 2019?

There is simply far too much to say about specific roles and areas of law to be able to meaningfully advise on anything other than a one to one basis – the legal market is huge and different tiers of firm are experiencing different market demand.

Very generally, in a challenging economic period transactional areas of law will slow, and contentious fields will prosper, and so for 2019 our thoughts are as illustrated below:

Demand	Practice Area
High	Tech/IT, Commercial, Corporate, Employment, Commercial Disputes, Property Litigation, Regulatory, Construction Disputes, Data Protection, FinTech/Financial Services
Moderate	Restructuring/Insolvency, Banking/Finance, Real Estate, Healthcare, Construction/Projects, Charities/Education, Pensions, Intellectual Property, Commercial Immigration, Competition, Defendant Insurance/Casualty
Low	Tax, Private Client, Family, Finance Disputes, Professional Negligence

We usually speak to candidates on an individual level about options available to them and what flexibility they can offer to increase the number of vacancies they can be considered for – you have to play to your strengths and sometimes be a bit creative in your thinking in a competitive labour market.

TOP TIP

For up-to-date opportunities and market commentary in 2019 sign up to our monthly NQ Bulletin and Jobcasts and follow our blogs.



Considerations at NQ level for a future move in-house

The in-house legal career avenue is a very appealing option for many lawyers, and has been for at least two decades. The chance to get closer to a business and act in a more commercial manner, without having to record billable hours, is becoming more and more popular, and overall there has been an increase in the number of companies who employ lawyers internally.

Regardless of your PQE, from a skills perspective Commercial/Contracts expertise is the most transferable to industry. This is followed by Corporate, and other broadly commercial (non-contentious) areas such as Projects, Restructuring, or Banking. More niche fields such as Pension, IP or Technology law will also have transferable skills. Litigation, Employment, and Real Estate skills are harder to move in-house though not impossible, it all depends on the size of the legal team and the nature of the business it supports.

TOP TIP

If you feel that you might want to work in-house at some stage in your future career, one of the most useful things you can do, even at trainee level, is to get a secondment to an in-house legal department, and absorb as much commercial exposure as you possibly can. That way, you're maximising your appeal to the in-house market.

The average number of people in an in-house team is usually around 5 or 6. Teams smaller than that will usually require somebody who can hit the ground running with minimal supervision.

There is nothing wrong with moving in-house at the NQ level as long as there are other strong lawyers available to help you develop your professional skills. If the team is small, it can be best to leave an in-house move until you have developed enough experience to be able to stand on your own two feet, relatively unsupervised.

The in-house market is typically more receptive to candidates with upwards of 2yrsPQE though opportunities can appear for lawyers with less experience than this and so being known to a specialist recruiter to help you towards that goal isn't a bad idea.

Brooke Thornham work very closely with specialist in-house legal recruitment business and mutually refer candidates to one another according to their career needs. If you are intending on following a career route in a commercial field and would like an opinion on your choices at NQ level and future prospects of moving in-house then do speak with us. We can advise in first instance, and later in your career when appropriate refer you onwards to a business which we know shares our professional standards.

In summary, a move in-house as an NQ could be possible, but more likely you might need to bide your time for a year or two and make sure you're getting the best experience you can in the meantime, and that you're developing skills which will enhance your prospects in industry.

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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