

How Many Recruiters Should I Use?

BCG Attorney Search is a legal placement firm and not a legal recruiting firm. There is a huge difference. [Read more about this here.](#)

Question:

I want to maximize my chances of getting a new position and am wondering if it would be beneficial to utilize multiple recruiters. How many recruiters should I use to give myself the best shot at landing a job?

Answer:

I think you'll be best served to speak with a few recruiters and determine the one recruiter who is the best fit for your search. Then, I recommend being loyal to that recruiter and working only with them for a specified time period (perhaps 30 or 60 days). This will allow them to really exhaust their resources on your search and keep your submissions consistent.

See [A Comprehensive Guide to Working with a Legal Recruiter](#) for more information.

That said, I'm not here to tell you that you should be forever exclusive with just one recruiter and never stray. What I am here to tell you is that you should consider the pros and [cons to working with one recruiter vs. multiple recruiters](#) and pick the best strategy for you. Here are some of the pros and cons of working with just one recruiter, in my opinion:

Pros:

All your submissions are through one channel and there is never any confusion or crossed paths
Your recruiter will reciprocate your loyalty and may lobby harder for you (whether it's intentional or not) than for other candidates who are known to use multiple recruiters
Your recruiter will know all the ins and outs of firms you like, don't like and potential opportunities you're being considered for

Cons:

You may worry that you aren't canvassing enough ground
If you are looking in multiple markets, they may not know one as well as the other (note: at BCG, we work with our colleagues in other markets you may be interested in and have them run your search in those markets to maximize our knowledge and connections)
Make sure to speak with a few recruiters until you find one that you "click" with and then try to give them your loyalty. After all, they want you to get a job just as much as you do!

See the following articles for more information:

[What Characteristics Should I Look for in a Legal Recruiter?](#)

[Interview yourself first - questions to ask before starting your lateral search](#)

[How to Choose a Good Attorney Recruiter](#)

[Why You Should Be Talking to a Legal Recruiter Right Now](#)

[Choosing a Legal Recruiter](#)

[Your Legal Career as a Small Business](#)

[Should I Use a Legal Recruiter? Top 10 Reasons to Use a Legal Recruiter](#)

[How to Select the Best Legal Recruiter and Maximize the Effectiveness of Working with One](#)

[What makes a world class recruiter](#)

[10 Things That Most Legal Recruiters Will Not Tell You](#)

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