

I'm Working with a Recruiter That Has Submitted Me to Firms But I Don't Have Any Results. Should I Switch Recruiters?

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'm working with a recruiter that has submitted me to firms but I don't have any results. Should I switch recruiters?

Answer: The answer is "It depends" but I would caution candidates against making a [hasty decision based on such limited criteria](#). Instead, look at the bigger picture to determine whether your recruiter is a good fit for you and also consider the impact of market conditions.

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

When weighing whether a recruiter is a good fit for you there are a number of factors to consider. Of course it is important to have a good rapport with your recruiter and to feel that he or she is a good listener and can be an effective advocate. Your recruiter should also have a good grasp on your skill set and practice area expertise, should understand why you want to make a move and should have a good grasp of your professional goals. You also want to make sure you work with a recruiter who has taken the time to speak with you at length in order to obtain information about you that can be used to advocate for you with a prospective employer. [Additionally, consider your recruiter's professionalism, reputation, contacts in the legal community and their market knowledge](#). Lastly, consider whether your recruiter communicates well with you, keeps you updated and is responsive to your questions and requests for information.

The job market is variable and candidates cannot and should not always expect instant results. If, after considering the above factors, you feel positively about your recruiter then it is likely that the lack of instant results is simply the product of current market conditions. In every geographic market, practice area demands ebb and flow, as does hiring depending on the time of year. At the start of summer, for example, law firms typically take a break from intensive lateral associate hiring to focus more on their summer associate class so you should expect a bit of a slowdown in activity. Relatedly, many law firms reassess their hiring needs on a quarterly basis. This means that depending on what practice areas are in demand at the time, you can often expect to see a spike in hiring activity during the first month of a new quarter.

Great recruiters are hard to come by, so if you think you happen to be working with one then give it some time and don't make rash decisions based on unreasonable expectations. All good things take time!

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](#)

[Click Here to Let Us Answer Your Legal Career Question](#)

Learn [how to become a legal recruiter](#) in this related article.

See What Other Candidates Are Saying: [Testimonials and Reviews](#)

BCG Attorney Search is looking for driven recruiters to [join our team](#). BCG Attorney Search covers the entire United States, Asia, Europe and the Middle East. We offer first-rate training and coaching, pay top of market commissions, pay our recruiters as employees and not independent contractors, and offer medical insurance and other benefits. Additionally, BCG is the best known brand in the industry and is part of a 200+ employee legal employment company. We offer a supportive cooperative atmosphere and provide you with everything you need to be the most effective recruiter possible (continually updated internal job database, massive advertising support, incredible back office support, and many other perks designed to ensure you match every possible candidate with every available position).