

Are You Being Ghosted by a Legal Recruiter? Why Legal Recruiters

By Harrison Barnes from Los Angeles Office Managing Director

One of the more frustrating aspects of being a legal job candidate are recruiters who initially show interest. This can make you wonder if there's something wrong with you.

Did something occur in your last interview you're not aware of?

Did that same firm not like something about you?

99.5% of the time, you're not the issue.

It is more likely that your recruiter is the issue.

Summary: Is there something wrong with you if a recruiter suddenly stops working you after expressing interest?

One of the more common occurrences for candidates in all markets is for them to contact (or be contacted by) legal recruiters.

A relationship that seemed very positive at the start suddenly has ended. The recruiter has disappeared and you wonder why.

Did the recruiter hear about your last review?

Does the recruiter know someone in your firm who said something bad about you?

This article is organized into two parts. First, it discusses why it is completely nonsensical for recruiters to submit you to law firms and then break off contact.

The key thing to remember is that almost every single time this happens--99.5% of the time--the problem has nothing to do with you.

Have you ever been dropped by a legal recruiter? How did this make you feel?

See What Should I Do If the Recruiter I'm Working with Is Not Following Up with Firms They Have Submitted Me To?

Why It Makes No Sense for Legal Recruiters to Submit You to Law Firms and Then Break Off Contact

Typically, the legal recruiters who submit you and then forget about you are the recruiters who do not care about their candidates.

Legal recruiters who know what they are doing do not "go ghost" on their candidates because they are personally invested in their success.

Good recruiters need to know what is happening in the market at all times and they also know that they might be wrong.

Brokering a job involves being able to obtain and convey information as fast as possible. It is important for you to know what is going on in the market.

At BCG Attorney Search, we send our candidates weekly reports detailing the status of their candidacies at each law firm we are discussing with them.

On a weekly basis, we update our candidates as to the interest level of each law firm we are discussing with them.

Our candidates can log in to our website at any time to view their status with law firms.

Our candidates also can call our toll-free number and speak with someone about their submissions and status. This is basic, important, information that you are entitled to know as a candidate and something that you should always know.

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What information have recruiters given you in the past? Do you feel they knew what was going on in the market?

See the following articles for more information:

[Behind the Scenes of How the Most Effective Recruiters Work](#)

[Summary of Law Firm Recruiting Process](#)

[Do Recruiters Just Mass Mail Resumes?](#)

Just because the initial list of firms was not interested in you does not mean that others will not be interested in you.

There are constantly new openings in the market. There are large firms, small firms, and everything in between. The market is always changing.

When there is not a lot of demand in the market for an attorney in your practice area and market, you will need ve

Good recruiters know that interest in you is right around the corner--whether it is the next submission, the next in
[See The One Call Close and the Moving Parade](#) **for more information.**

At BCG Attorney Search, we inform our candidates of new openings within an hour of them becoming available

We do not drop candidates because they are not getting interviews after their first and subsequent submissions.

I receive calls and emails from law firms all the time to tell me that they have a new job opening--and in more cas
Almost every attorney out there has something special and unique about them. You will find some

Good recruiters know of countless strategies that can be used to get attorneys jobs when they are not experienci

[Have you ever seen the market change quickly for you? What happened?](#)

See the following articles for more information:

[I'm Working with a Recruiter That Has Submitted Me to Firms But I Don't Have Any Results. Should I Switch Recr](#)
[I Haven't Heard Back After an Interview. What Should I Do Now?](#)

You could be a source of referrals for the recruiter later

Referrals are very important to most legal recruiters. If a recruiter simply drops you--or does not respond to you--

[Have referrals helped you as an attorney? How?](#)

See the following articles for more information:

[Getting Referrals from Powerful People \(We All Know Someone\)](#)
[How to Network](#)

You could be a different (or more marketable) attorney later

Attorneys who are dedicated to their profession are constantly evolving and becoming more skilled, seasoned, a

[Have you ever seen a recruiter give up on an attorney you know and that attorney later found a job at a prestigio](#)

See the following articles for more information:

[Never Give Up](#)
[Never Stop Improving](#)

Why Legal Recruiters Submit You and "Ghost" You

So why do recruiters sometimes engage in the counterproductive practice of submitting candidates and then goi

For one thing, it is important to understand that for many recruiters, the business of legal recruiting is a "sales" job

Additionally, many people who are drawn to legal recruiting are drawn to it because of the "presumed" freedom i

Furthermore, quite a few legal recruiters are former practicing lawyers. Some of these former practicing lawyers (

The point of this is not to criticize the legal recruiting profession or the people in in; however, like all professions,

Even though marginal players with varied motives exist in the legal recruiting realm (as described above), it is im

What are some things you have done in the past that helped you decide which recruiter you wanted to work with?

See the following articles for more information:

[How to Choose a Recruiter That Is Right for You](#)

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

[Choosing the Best Legal Recruiter](#)

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

[Should You Become a Legal Recruiter and If So Where?](#)

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

These are some of the reasons behind recruiters going ghost on their candidates:

The legal recruiter wrongly concludes you are not a good candidate if you do not get initial interviews and no

This is probably the most common reason you stop hearing from a legal recruiter. If you do not get initial interview

Most amateur legal recruiters only have openings for a few major law firms in most major markets. They do not k

[Have you been rejected by a law firm before? What happened?](#)

See the following articles for more information:

[Top 12 Reasons Attorneys Do Not Get Law Firm Interviews](#)

[Why Law Firms Reject You](#)

It takes thousands of hours of learning--and trial and error--before a legal recruiter often knows what he or she is

See [The Only Three Questions Law Firms Evaluate Applicants By](#) for more information.

When dealing with most legal recruiters, you need to remember that theirs is a sales profession. In sales, most b

A mediocre recruiter may work with you for a short time, and then conclude that because a few firms did not bite i

Understanding whether or not you are a good candidate requires that the recruiter be smart and have a lot of his

In the entertainment business, it is very important for "talent" (actors, musicians, writers, etc.) to find the best ager

[How has it felt when a recruiter has dropped you in the past \(if you have been dropped\)?](#)

See the following articles for more information:

[How to Get Your Recruiter to Work for You](#)

[Help Me, Help You - Tips on How to Maximize the Benefits of Your Recruiter/Associate Candidate Relationship](#)

[Rules of Engagement: Tips for Working with a Legal Recruiter](#)

[How a Good Legal Recruiter Finds the Best in You and Communicates It to Employers: How to Define Your Uniq](#)

[Two Fatal Deficiencies That Prevent 99% of Attorneys from Achieving Greatness](#)

[Two Things the Most Successful 5% of Attorneys Do That the Rest Do Not](#)

The legal recruiter does not have access to jobs because if the recruiter did have this access the recruiter

It is incredibly time consuming and a massive effort for legal recruiters to constantly monitor the market and enga

The law firm legal market is huge. There are over 25,000 law firms in the United States that are a decent size. Th

It takes so much effort to understand what is going on in the market that the average recruiter does not have time

Why is having access to more jobs so important for a recruiter to have?

See the following articles for more information:

[What Makes BCG Attorney Search the Greatest Legal Recruiting Firm in the World](#)

[BCG Search Has Best Recruiters in the Legal Job Industry](#)

The legal recruiter does not understand the market

Just about every attorney out there is marketable if the right legal recruiter gets involved. This does not (by any s

Understanding the market is difficult. I would be the first to admit that I do not have anywhere near a perfect unde

With that said, the only thing that most legal recruiters can reliably understand is the concept of the "moving para

[How can you make sure the legal recruiter you are working with understands the legal market?](#)

See the following articles for more information:

[Why You Should Never Use a Legal Recruiter](#)

[Finding the Right Recruiter for You](#)

[Recruiters as Agents: What Should You Look for in an Agent?](#)

The legal recruiter is embarrassed

Legal recruiters are often able to get you interested in exploring the market by encouraging you to let them send

I am not sure what else to say about this other than the fact that if the recruiter is embarrassed to speak with you,

Recruiters most afraid of rejection tend to be former attorneys--often the most qualified ones. Just because some the best law firms could ever be good legal recruiters because they do not understand or appreciate sales.

The reason the best attorneys often do not make good legal recruiters is that they are used to being "coddled" ar

The final issue with legal recruiters is that many times recruiting is more about the recruiter's ego than it is about

[How can you avoid working with a legal recruiter that lets their ego get in the way of helping you find a job?](#)

See Flow, Your Ego and Your Career for more information.

The legal recruiter did not do anything

While this is not always the case, it does happen much more often than you might think. I have heard of many leg

Legal recruiting is a sales profession. There is a low barrier to entry in most legal recruiting firms--"can you use a

Fired attorneys, stressed out attorneys, incompetent attorneys, and attorneys with problems often enter the recrui

At BCG Attorney Search, we provide our candidates with reports each week that show them exactly where they h

[Has a recruiter ever not done something they said they were going to do? What did you do?](#)

See How Legal Recruiters Manipulate You for more information.

The legal recruiter does not have the time or resources to keep working with you

Many of the best legal recruiters simply do not have the time to work with every attorney. There is nothing wrong work with the people who are getting the most initial interest from firms and do well in interviews.

The problem with this is that some legal recruiters often have a poor understanding of "low hanging fruit." Working with candidates who are getting an initial interest only means that they are failing to get positions for many. Failing to work with attorneys who fail to get offers or progress beyond first interviews means that the legal recruiter is not doing their job.

Regardless of this, if the legal recruiter does not have the time or resources to continue working with you, then you should move on.

[How can you find a recruiter that is willing to work with you over a longer period of time?](#)

See [How to Know If You Are Marketable by a Legal Recruiter](#) for more information.

The legal recruiter does not care about you and is motivated by the quick buck and not a relationship with you.

Legal recruiting has a major sales component to it. Many legal recruiters say things like they are "interested in you" but they are not.

[What are some ways you can separate the good legal recruiters from the bad ones?](#)

[Who pays a legal recruiter?](#)

See [What Makes a World Class Recruiter](#) for more information.

You may have unreasonable expectations

After testing the market with you one or more times, and having extended conversations with you on a few occasions, the legal recruiter realizes that you are not the right fit.

If an attorney has unreasonable expectations for what is possible, then the legal recruiter will realize that he or she is not the right fit.

A very common type of attorney who has a difficult time moving into a major firm and has unreasonable expectations is the "lateral partner." These attorneys often move with a partner to a new firm that will double the client's fees). I encounter partners with demands like this as well.

Secondly, after 5 or 10 years of experience in plaintiffs' practices in things like employment, securities or other types of litigation, attorneys often find themselves in a difficult position. A defense firm will almost never hire a plaintiffs' attorney because there are going to be far too many potential conflicts of interest. Defense attorneys tend to be far more skillful with pleadings because that is where their skill and best chance of success lies. Defense attorneys are paid by the hour to work like crazy on pleadings, and plaintiffs' attorneys are contingency-fee attorneys. Defense firms also can pay attorneys more money than plaintiffs' firms to write briefs and do other work and therefore they are more likely to hire them.

Attorneys trying to switch from plaintiffs' to defense work often experience all sorts of roadblocks.

Thirdly, many attorneys have unreasonable salary expectations. For whatever reason, these attorneys may believe that they are worth more than they are.

[How can you make sure your expectations are not set too high when it comes to what is possible in your legal career?](#)

See the following articles for more information:

[What Are Your Salary Requirements?](#)

[How to Arrive at Your Salary Expectation](#)

[Why You Should Find Your "Tribe" and Not Just Focus on Money in Making Law Firm Job Decisions](#)

[The Top Reasons Why Money Is the Dumbest Thing Any Attorney Should Focus on When Joining a Law Firm](#)

You may be difficult to deal with

Many attorneys are difficult to deal with. Without getting too much into it, if a legal recruiter believes you are too difficult to deal with, they will not represent you.

Not being honest with a legal recruiter.

Not being honest with law firms.

Not showing up to interviews.

Not telling a recruiter about other firms you have applied to.

Using inside information the recruiter has given you about openings and applying on your own.

- Micromanaging the legal recruiter.
- Calling and emailing the legal recruiter all the time.
- Repeatedly turning down offers.
- Not approving any law firms.
- Not responding to the legal recruiter when contacted by the legal recruiter--repeatedly.

There are numerous reasons candidates might be difficult to deal with for an individual legal recruiter--and these

Do you think it is fair that a legal recruiter should not work with difficult candidates?

See the following articles for more information:

How You Deal with Problems Will Determine the Quality of Your Life

How You Handle Chaos Will Determine Your Success or Failure

The Solution to Problems Lies within Each Problem

Personally, I never lose interest in my candidates. Every candidate is placeable, and every candidate is marketable.

Like many professions, legal recruiting is a profession with a set of rules and various idiosyncrasies. Not every le

See the following articles for more information:

A Comprehensive Guide to Working with a Legal Recruiter

Recruiting a Recruiter

How to Find the Right Headhunter?

Non-attorneys as Legal Recruiters

Beyond the Listings: Why Use a Search Firm?

FAQ about Legal Recruiting

Why You Should Be Talking to a Legal Recruiter Right Now

Should I Use a Legal Recruiter? Top 10 Reasons to Use a Legal Recruiter

Three Types of Recruiting

Conducting a Professional Legal Search, A Personal Approach

Do I Really Need a Recruiter?

Can I Use More Than One Legal Recruiter in My Job Search?

How Many Recruiters Should I Use?

Should You Apply to the Same Firm Through Different Recruiters?

Should I Work with Multiple Recruiters?

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