



Talent Acquisition Consultant/Manager – (Partner Recruitment)

Ashurst's People and Culture Team, London

Recruitment

About Ashurst	<p>Ashurst is a leading progressive global law firm with a rich history spanning more than 200 years. We are proud of our history and are future-focused, having expanded into new technologies through our NewLaw division, Ashurst Advance, and our consulting arm. Our in-depth understanding of our clients and commitment to providing excellent standards of service have seen us become a trusted adviser to local and global corporates, financial institutions and governments in all areas of commercial law. To find out more please visit www.ashurst.com.</p>
Department/Role overview	<p>Our internal talent acquisition team is dedicated to finding the best people for the firm and providing top-tier service to our stakeholders.</p> <p>With eight talent acquisition specialists based across London and Glasgow, we manage the end-to-end recruitment of all legal, risk advisory, Ashurst Advance, business support and Partner roles on a national basis. We're a close-knit, fun team with a national and international presence, a strong track-record and rapport within the firm.</p> <p>As a member of the team, the Consultant/Manager will work closely with , senior stakeholders and the wider People and Culture team to ensure Ashurst has access to high performing diverse talent pools along with an effective employer brand and an efficient assessment and selection processes.</p> <p>The Consultant/Manager will work within the Partner recruitment team in the UK, supporting the recruitment of lateral partners across the UK/US/EMEA regions.</p> <p>This role reports to the Senior Talent Acquisition Manager.</p>
Main responsibilities	<ul style="list-style-type: none">• Play a key role in ensuring efficient and consistent partner recruitment processes.

- Develop and implement effective recruitment strategies to attract high-calibre lateral partners.
- Collaborate closely with senior leadership and practice group heads to understand hiring needs and priorities.
- Provide regular updates and reports to stakeholders on the progress of lateral partner recruitment efforts.
- Build and maintain strong relationships with external legal recruiters and search firms.
- Act as a point of contact for lateral partner candidates throughout the recruitment process.
- Help develop and coordinate business cases in support of Partner hires.
- Oversee and manage a complex recruitment process which includes organising admission committees, interviews with senior execs and preparing materials for Partner votes.
- Liaising with partnership office to arrange letter of offers and initial onboarding.
- Evaluate and refine lateral partner recruitment processes to enhance efficiency and effectiveness.
- Gather feedback from new hires and stakeholders to continuously improve the candidate experience and recruitment outcomes.
- Drive forward the firm's Inclusion, Diversity, and Belonging (IDB) targets. This includes monitoring and reporting on diversity metrics and providing insights to senior management.
- Collaborate with the internal IDB team to ensure recruitment strategies align with and support the firm's diversity goals.
- Ensure all recruitment activities comply with legal and regulatory requirements.
- Maintain accurate records of all recruitment processes, candidate interactions, and offer details and report on a monthly basis to the Executive Team.

Essential skills and experience

- Proven in-house or agency end-to-end talent acquisition experience within the legal sector – minimum 3 years' experience.
- Ability to develop effective working relationships with hiring managers across different time zones.
- Strong people, partnership, relationship management and consulting skills.
- A high level of proficiency with the Microsoft Office suite.
- Ability to think outside the box and adopt new search methodologies for analysing and assessing talent.

	<ul style="list-style-type: none">• Experience of utilising social media tools to develop employer brand and candidate sourcing techniques.• Proven ability to develop rapport and relationships with candidates to best serve and promote the firm's brand.• Ability to work under pressure and meet tight deadlines.• Ability to stay focused and prioritise workload in a fast-paced environment.
Background checks	<p>In order to comply with regulatory and client requirements, Ashurst will undertake appropriate vetting of staff. When applicants accept a job offer, Ashurst, alongside a specialist provider, will undertake professional verification and background checks. These checks are only undertaken with consent, and in accordance with our legal and regulatory obligations.</p>
