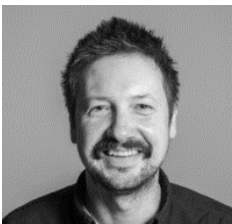




In-House Legal News with Adam Z – Issue 1

A zappy summary of in-house legal moves and promotions, hot in-house topics, trends and job opportunities.



Adam Zdravkovic, Associate Director
In-House Legal Recruitment



Summer Moves and Promotions

This summer has seen a serious amount of activity in the In-House Legal market in the North West. I will have missed some news I'm sure - so please let me know what I've left out. Here goes:

[Lois Wiegand](#) leaves the energy sector behind and joins [Liverpool John Moores University](#) as Head of Legal and Deputy GC. [IGT](#) gains [Andrew Vickerstaff](#) who was previously Legal Manager at Seatravier and now takes charge of a UK team as Assistant General Counsel. Huge congratulations to [Ben Damm](#) who takes his first Head of Legal position at [Home Instead UK](#) after 6 years at [Well Pharmacy](#).

[Rory O'Hare](#) is moving from his 10+ years in-house and making a return to private practice. His in-house career has incorporated brands like Dreamworks and New Balance, and finally at The Gallery, now over to [Primas Law](#) where he now works as Commercial and IP Partner. Fair to say that we're seeing more and more solicitors move from one side to the other these days, and [Kate Fazakerley](#) has made a really interesting move to somewhere in between, from [ArrowXL](#) to [My In House Lawyer](#). Kate has some great in-house experience in the education sector at UCLAN and Birmingham City University - the very best of luck to you in the new post.

[Lida Khanverdi](#), Head of Legal at [EG Group](#), has gained a number of new recruits, with [Alexandra White](#) joining from Napthens and [Mamun Rashid](#) from Trowers & Hamlins - they will both work on the in-house real estate portfolio and I understand that they both have a busy job ahead of them. [Sony Tom](#) and Hazel Johnson also join [Kayleigh Hamilton](#) in the Company Secretarial function there. EG Group should be commended for their market leading and quite unique in-house vacation scheme which offered places for 6 candidates interested in pursuing a career in law during August 2022.

[Manchester United](#) have also been making a number of new hires, taking on [Phil Clancy](#) from Missguided, [Stephanie Murphy](#) from Pinsent Masons and [Joely Marsh](#) from SS&C Blue Prism.

Congratulations to [Sarah Nunnery Jones](#) for making her first in-house move after her Brabners and DLA Piper career, to [Clarke Energy](#), and to [Jamie Cooper](#) who joins [Breedon Group plc](#) from Beswicks Legal. [Bibiana Lachkovicova](#) rejoins [NCC Group](#) from Kennedys - she previously worked there as a Commercial Paralegal and is now a Solicitor in their large in-house team. [Charlotte Rhodes](#) joins [Princes Limited](#) from [THG](#) and [Melissa McManus](#) is now at [Nuclear Transport Solutions](#) after moving from [Cumbria County Council](#).

Now for the promotions and other notable news. [Amanda Baxendale](#) celebrates a decade of service with [Hilti Group](#) - congratulations to you on Year 10! [Mark Bennett](#) was made Head of Legal at [Auto Trader UK](#) after 4 years. [Kate Kelly](#) has been made Legal Business Partner (B2B, Logistics & Recycling) at [AO. MAG \(Airports Group\)](#) promoted [David McBride](#) to Head of Legal for the Airports division. David has moved up the ranks at MAG since his start there in after joining them 7 years ago as Legal Counsel. He has now spent 6 months in his new role at what must be a challenging time.

Job opportunities

Some of our most popular jobs now:

[Allied London](#) is seeking a NQ-2 year PQE commercial legal counsel: [job advert](#) - The new Legal Counsel will have exposure to all parts of the business allowing them to expand their skillset in a variety of areas (including commercial contracts, IP, data and privacy, property, construction, and corporate governance).

Full or Part-Time sole counsel commercial contracts opportunity at logistics and delivery company commutable from Liverpool, Manchester and Lancashire: [job advert](#)

3 days Part-Time sole counsel opportunity that could be suitable for an IP lawyer, an IP Litigator or a Commercial solicitor, based in Cheshire, some home working: [job advert](#)

Trends and Issues

We are still seeing a huge number of jobs - at least 55 in-house solicitor jobs have been introduced since July by my count.

Companies are having to wait longer and longer to find the right people - in some cases we see roles re-advertised directly 4 or 5 times before they are filled (or indeed given up on!) and this causes (1) candidates to question the strength of the roles and (2) boredom to set in when they keep seeing the same company looking to recruit lawyers.

We are often asked why more candidates are not applying to jobs, and I think we can say that in-house solicitors are being looked after well at the moment for the most part - with hybrid working, solid salary and bonus packages, and manageable workloads being standard. Some in-house lawyers are moving to law firms (where they are also looking after their people very well), and there simply isn't a flood of junior to senior legal counsel in the market now.

Clients should usually expect 2 or 3 applicants for a good opportunity rather than a handful of candidates and might not find their perfect fit unless they are prepared to wait. Quick fixes can be to offer hybrid/remote working to suit the needs of the candidate and/or a much higher basic salary (to tempt solicitors away from the riches of top tier private practice). If you are not offering at least hybrid working and responding at least in part to the salary bump out there, it's going to be difficult for you to recruit. Oh, and you need to recruit speedily to avoid the competition.



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