FOR LAWYERS

Before you send a CV to any recruiter

From our article: **What to ask a legal recruiter before you send your CV**

Read it in full, with the sources for every figure: https://www.wilsonmannion.co.uk/insights/what-to-ask-a-legal-recruiter-before-you-send-your-cv

Checked 22 October 2026. General information, not legal advice.

> **IN SHORT**
> Before you send a CV, ask which firm it is, what the pay band and working pattern are, and who will see your CV. Also ask whether they will change it and how long they will keep your details. UK law sets only a floor, so get the answers by email and agree each firm before anything is sent.

Key takeaways

- Ask for the firm, the pay band and the working pattern before you send a CV. Not "competitive". A figure.
- Ask whether your CV goes anywhere without your yes, who will see it and whether anyone will change it.
- UK law gives you a floor, not a veto. Agree each firm in writing instead of assuming the law does it for you.
- You can ask what data a recruiter holds, how long they will keep it and to stop using it. The ICO's usual deadline for a reply is one month.

Before you send a CV to any recruiter

- [ ] I know which firm it is, or I have a description and a reason it is private.
- [ ] I have the pay band as a figure or a range.
- [ ] I know the working pattern in days.
- [ ] The recruiter has confirmed in writing that my CV goes to no firm without my yes.
- [ ] I know whether my current firm, or one linked to it, could see it.
- [ ] I have asked to see the final copy if it is changed.
- [ ] I know how long my details will be kept.
- [ ] I know how to withdraw, and who I tell.
- [ ] I have not signed anything I do not understand.

If your CV went somewhere you did not agree

1. **Write to the recruiter**
   Say which firm and when. Ask them to withdraw it and to confirm in writing. Keep a copy.
2. **Ask who has it**
   The ICO's list of privacy information includes third-party recipients. Ask who your CV went to, and for a copy of your data.
3. **Ask for corrections**
   If the copy sent on was changed, ask for it to be corrected. The ICO says inaccurate data can be rectified.
4. **Allow a month**
   The ICO's usual deadline is one month. Note the date you wrote.

5 **Complain, then escalate**
The ICO says to raise it with the organisation first, then complain to the ICO. GOV.UK says the Fair Work Agency enforces the Conduct Regulations.

Is the recruiter's answer enough?

QUESTION	IF YES	IF NO
Will they name the firm now?	Good. Ask for the pay band and the pattern, then decide.	Ask for a description in writing: size, region, practice area and pay band.
Is the reason that the firm asked for confidentiality?	Fair. Agree in writing that your CV stays with the recruiter until you say yes to a named firm.	If the reason is "our policy", or none, say you will wait until they can.
Do they want your CV before they say anything?	Do not send it. Ask again by email.	Good. You can talk freely.