FOR LAWYERS

What a good recruiter does

From our article: **Why recruiters ghost lawyers, and what a good recruiter does instead**

Read it in full, with the sources for every figure: https://www.wilsonmannion.co.uk/insights/why-recruiters-ghost-lawyers-and-what-good-looks-like

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

> **IN SHORT**
> Recruiters ghost lawyers mostly because of volume, a firm that has gone quiet, and a pay model that rewards the placement and not the update. It is common: in three vendor surveys, 42% to 61% of jobseekers reported silence after an interview. Set the terms of contact early, send one follow-up, then move on.

Key takeaways

- Most ghosting comes from volume and from silence at the firm, not from a view of you.
- In three vendor surveys, 42% to 61% of jobseekers reported silence after an interview. None of them measures recruiters on their own.
- A recruiter who asks where else you are interviewing, and tells you nothing in return, is asking for a lead.
- Set the terms at the start: email first, calls by appointment, and a date for the next update.
- Send one polite chaser, then move on.

What a good recruiter does

- [ ] Writes to you, not to a list, and shows they read your file.
- [ ] Names the firm, or describes it clearly, before asking for your CV.
- [ ] Gives the pay band and the working pattern in days.
- [ ] Agrees how and when to contact you, and keeps to it.
- [ ] Asks before sending your CV to any firm, one firm at a time.
- [ ] Does not ask where else you are interviewing so they can pitch there.
- [ ] Updates you on the date they promised, even when there is nothing new.
- [ ] Tells you when the answer is no, and why if they know.

Setting the terms

1. **Reply by email**
   Even if they called. It puts the terms in writing.
2. **Say how you want to be contacted**
   Email first. A call at a time you book. Not at your desk if your current firm could overhear.
3. **Ask for the basics in writing**
   The firm, the pay band and the working pattern in days.
4. **Say what needs your yes**
   Your CV goes to no firm without your agreement for that firm.
5. **Ask for a date**
   When will they update you, and will they tell you if the answer is no?

When a recruiter goes quiet

1. **Check the date**
   Did they promise an update by a day that has passed? If so, that is your cue.
2. **Send one chaser**
   Wait until the date they gave you. If there was none, about a working week after the last message.
3. **Ask a closed question**
   "Is this role still live, and is my CV still with the firm?" A yes or no is easy to give.
4. **Wait a second week**
   Then stop chasing. Two messages is enough.
5. **Move on, and say so**
   Tell them you will assume the role has closed. Keep their reply, or the lack of one.

Is this a fair question or a flip?

QUESTION	IF YES	IF NO
Did they tell you the firm and the pay band before asking about your other interviews?	That is an exchange. Carry on.	You are being asked for information and given none. Ask them to go first.
Have they asked which firms you are speaking to?	Ask what it is for. If it is to avoid a duplicate CV, give the one firm name that matters.	Fine. Say nothing you are not happy to share.
Did the call come without a time agreed?	Say you can talk briefly, then ask for the basics by email.	Good. You were ready for it.