

## Why Don't Recruiters Return My Calls?

***Q. I am thinking about leaving the firm where I have worked for the past three years. I thought the best way to make a transition would be to have a legal recruiter help me find a new job. But I am so frustrated! The recruiters have not returned my phone calls or even acknowledged that they received the resumes I sent them. Why don't they return my calls?***

A. Many legal recruiters are inundated with dozens (sometimes hundreds!) of unsolicited phone calls and resumes each week.

If they answered each and every call and acknowledged all of the resumes received they would not have time to meet with their *clients*, who are the law firms and corporations looking for legal talent—not the lawyers seeking employment.

There are ways to increase the likelihood that your telephone calls will be returned. Is your resume well prepared? Does your cover letter describe why you want to make a career move and why you would be a desirable candidate? Is your expertise in a “hot” practice area? If so, you will likely receive a call.

Are you attempting to change your practice area or even leave the practice of law? If so, it is very unlikely that a recruiter will be able to present you as a candidate. Firms and corporations pay a recruiter to find the ideal candidate for a specific—often difficult to fill—position. The ideal candidate is generally someone who has practiced in the targeted specialty for a number of years—not an attorney who would like to change careers.

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