



In-house market moves report

Q4 2024



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Introduction

In the past quarter, the UK in-house legal market has continued to exhibit dynamic senior-level movements, recording 189 total moves across diverse sectors. Compared to the previous quarter, there has been a shift in the balance between internal promotions and external hires: 44% of this quarter's moves were internal promotions (down from 53% last quarter), while external hires rose to 56% (previously 47%). This change suggests an increasing inclination among companies to bring in fresh talent alongside developing their existing legal teams.

Promotion vs External Hires

Several sectors again demonstrated a strong emphasis on internal talent development, most notably Technology, which recorded the highest number of total moves (23), with 12 promotions and 11 external hires. This sector's ongoing transformation and rapid growth appear to encourage both internal progression and strategic recruitment to drive innovation. Similarly, areas like Entertainment/Media/Sports (16 total moves) and Consultancy/Professional Services (9 total moves) also reflected a mix of promotions and hires, underlining the continued importance of nurturing established teams whilst bringing in new expertise.

In contrast, sectors such as Financial Services – Investment Management (19 total moves, with 13 external hires) leaned more towards hiring senior legal professionals from outside, possibly in response to evolving regulatory landscapes and an ongoing need for specialised skill sets. Construction/Engineering/Real Estate also showed a notable 14 total moves (8 new hires, 6 promotions), balancing the infusion of external expertise with the advancement of existing talent.

Overall, while many industries remain committed to cultivating in-house legal professionals, the current quarter's data reveals a modest, yet meaningful, tilt towards external hires. This shift underscores a heightened appetite for new perspectives across the market, particularly in sectors confronting rapid growth or complex regulatory changes.

Contact us

If you'd like to discuss this report, consider your next steps or wish to hire for an in-house position, please do get in touch with us.



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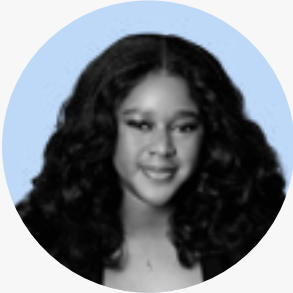
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