

Ellaby & Ellaby

Honest. Technical. Innovative.

Honest, technical & tireless
legal recruitment services
for clients



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Thank you for putting your trust in Ellaby & Ellaby. We know the key to a successful law firm is the quality, happiness, and diversity of its people, which is why we take our responsibility very seriously.

In this brochure you will learn about our three core principles. Honest. Technical. Innovative.

You will see some of our successful hires which reflects our ability to find the best legal talent from anywhere in the world.

You will also read about our market leading rebate policy, which reflects our confidence in finding you high quality candidates who will be with you for the long-term.

We hope that you enjoy, and we will become your recruitment partner for many years to come.

Best Wishes

Andrew Ellaby
Managing Director



Our philosophy

Ellaby & Ellaby is a specialist international legal recruitment agency which is trying to do the best job possible by being honest, technical, and innovative.

Honest

Let us start by stating the obvious. No-one is perfect, including us. We will not fill every role we are instructed on. This is not a lack of confidence; it is just the way it is.

What we will do every time is work hard, be honest, and listen. We will fill more roles than the average agency you work with.

At Ellaby & Ellaby, from the outset we will listen to what you need and then discuss how and if we can help. We will do as we are told (including only contacting the people you want us to contact). We will properly vet candidates to ensure only high-quality lawyers are put in front of your partners. When it comes to closing, we will communicate with you regularly and do everything we can to deliver.

Technical

The recruitment consultants at Ellaby & Ellaby have many years' experience of private practice legal hiring. We understand the (sometimes subtle) differences between legal roles, how deal teams are structured, how charge out rates work, why hiring a technically weak associate costs much more than the recruitment fee, whether someone has partner potential. We have the technical expertise to deliver the perfect recruitment strategy from our initial conversation, through the hiring process, all the way until your new hire passes probation.

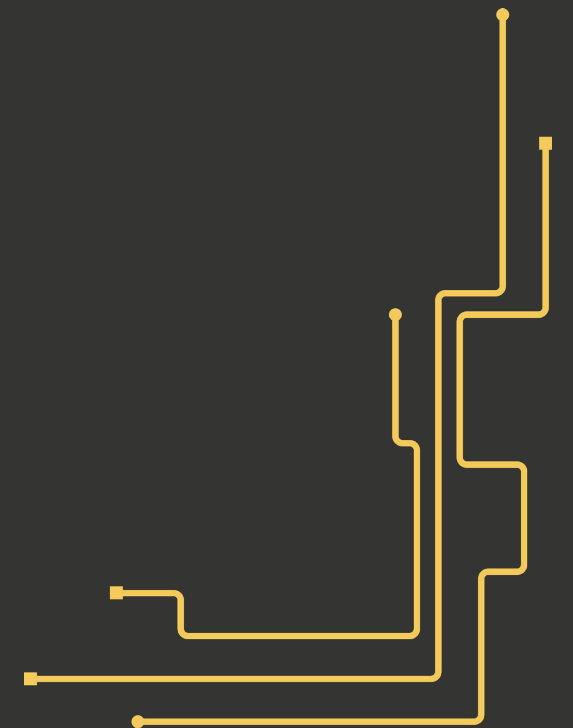
We are also particularly well versed at helping with international moves. Our successful placements include moving lawyers from Australia to Moscow, South Africa to London, Shanghai to Tokyo, London to Brussels, New York to Seoul, and many variations on the theme. Hiring internationally can be difficult, but we know that a successful recruitment strategy often requires a global approach and we are specialists.

Innovative

The private practice legal market is extremely competitive and top talent is hard to find. At Ellaby & Ellaby, we use technology and ideas to find high quality candidates faster than our competitors.

For example, one way we do this is by making ourselves as accessible as possible. As well as traditional emails and phone calls, candidates can leave us a voice message through our website.

You can rely on us to constantly work on new ways to bring you the best people.

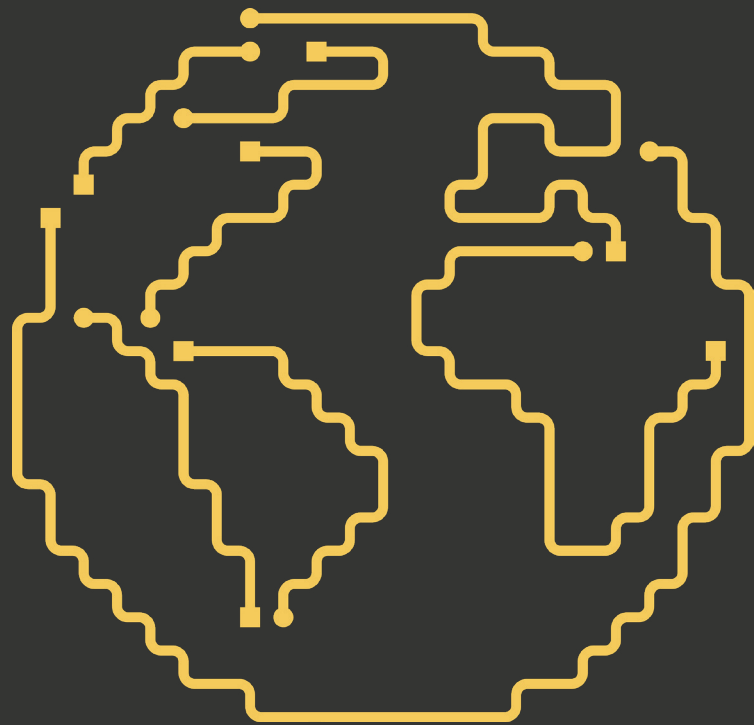


Successful placements

We specialise in helping lawyers join top-tier law firms across the globe.

The bulk of our experience focuses on Associate and Senior Associate level candidates, however, we have assisted with Partner and Counsel level moves too.

Our successful placements London placements include:

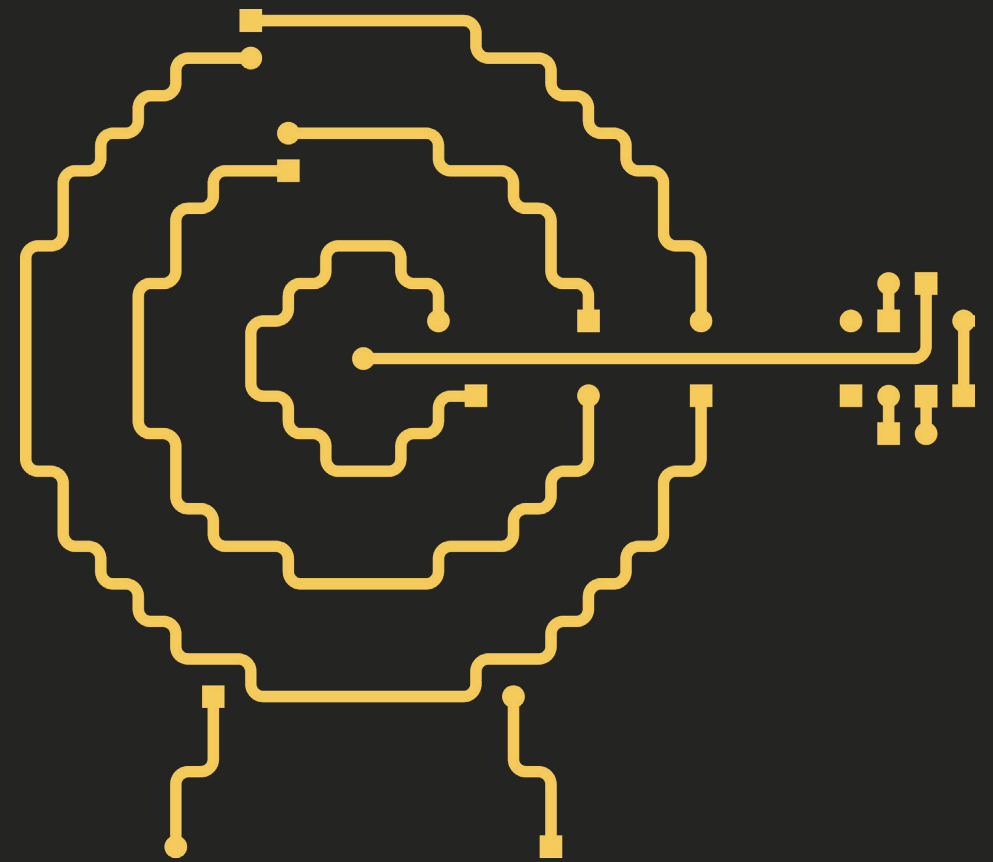


London / UK

- Numerous London-based lawyers switching firms within London. These lawyers had the following expertise:
 - Broad-ranging corporate M&A
 - Private M&A and Private Equity
 - Broad-ranging Banking & Finance
 - Commercial Litigation and International Arbitration
 - Pensions
 - FS Regulatory
 - Non-contentious Real Estate
- Numerous Australian-based lawyers relocating to London. These lawyers had the following expertise:
 - Broad-ranging Corporate M&A
 - Private M&A and Private Equity
 - Broad-ranging Banking & Finance
 - Asset Finance
 - Real Estate Finance
 - Project Finance
 - Projects / Construction
 - Contentious Construction
 - Financial Service Regulatory
 - Banking Litigation
 - Insolvency (contentious, non-contentious, and mixed)
 - Non-contentious Technology/IT
- Numerous South African-qualified lawyers move to London. These lawyers had the following expertise:
 - Broad-ranging corporate M&A
 - Projects / Project Finance
 - Construction
- A New Zealand-based Technology/IT lawyer join a top-tier UK firm in London
- A Scotland-based Private M&A lawyer join a top-tier UK firm in London
- A Manchester-based Pensions lawyer join a top-tier UK firm in London
- A Shanghai-based Asset Finance lawyer join a top-tier UK firm in London



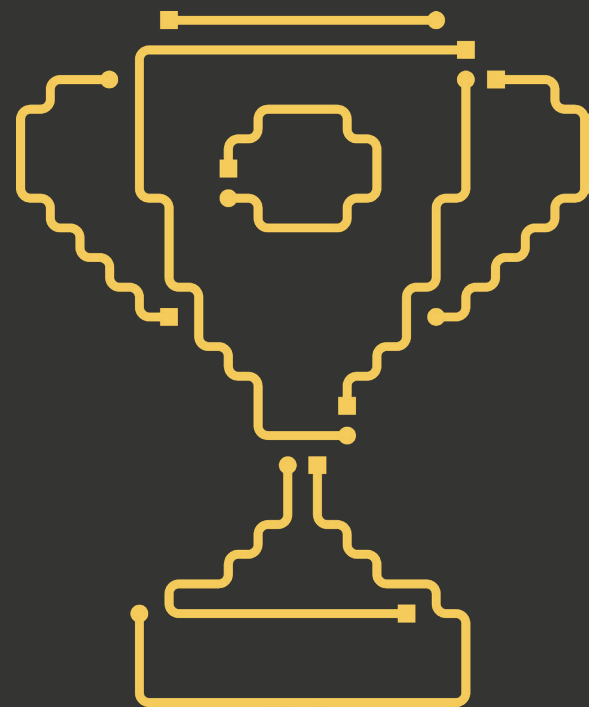
No-one works harder
than us to find our
clients the best lawyers
on the market.



Our rebate policy

Something we are proud of, and which sets us apart, is our rebate policy on permanent placements. **At Ellaby & Ellaby, when we make a permanent placement, we do it for the long-term. We are not interested in placing someone who leaves after a few weeks.** If that happens, you deserve your money back.

At Ellaby & Ellaby, we will give you a 100% rebate if the candidate leaves in their first 6 months. This is the best rebate policy on the market. It reflects our confidence in our ability to properly vet candidates and ensure we only place people into roles where there will be the perfect match.



Meet Andrew

Andrew started his career at Hays in Manchester in 2010, cutting his teeth recruiting paralegals for law firms across North West England. After less than a year, he was given his big break and was asked to join the Hays international legal recruitment desk. This is where he began helping lawyers make international moves into top-tier private practice law firms around the globe.

His time in Manchester allowed him to learn from some of the best and most honourable recruiters in the North West and was a perfect start to his career.



After 3 years, Andrew relocated to London with Hays to continue his development, and he progressed to Manager of the private practice legal desk. As well as continuing to help lawyers relocate internationally, Andrew began working on the domestic London market. He managed one of the most successful teams in Hays UK and Europe.

After 5 and 1/2 years at Hays, Andrew and his team were approached to take over the private practice desk at Eximius. It was an opportunity to work as part of a smaller, specialist agency whilst continuing to learn from some of the best and most honourable people in the business. Andrew and his team continued to work with leading international law firms, helping candidates based all over the world.

By 2017, having specialised in international recruitment for nearly 7 years, Andrew moved with Eximius to Hong Kong, quickly progressing to Head of the Hong Kong office of Eximius.

He founded Ellaby & Ellaby in 2020 and relocated home to the UK.



Contact us

We look forward to discussing how our services at Ellaby & Ellaby can help you.

You can contact us in a number of ways:

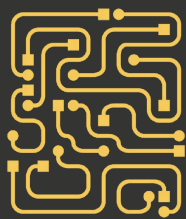
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