



**Beacon
Legal**

**IN-HOUSE LEGAL
RECRUITMENT**

**CAPABILITY
STATEMENT
2024**

CAPABILITY STATEMENT 2024

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ABOUT BEACON LEGAL



Beacon Legal is the largest specialist legal recruitment firm in Australia. Our consultants combine legal qualifications and experience with recruitment management, to provide expert services to candidates and clients.

We have offices in Sydney, Melbourne, Adelaide, Brisbane and London. We are able to draw on our international network to source the best global legal talent.

We were recently voted the leading Australian legal recruitment agency based on reviews by lawyers, hiring managers and internal talent acquisition teams.

Our **in-house team** is the largest specialist in-house recruitment team in the Australian legal market. Our team has been entrusted by some of the world's most iconic businesses to source and recruit lawyers at all levels. Our commercial clients include top ASX and internationally-listed companies and private businesses, in all sectors. We have a loyal client base who have entrusted us with their legal hires over a number of years.

Roles our in-house team recruits for:

Legal Counsel, Senior Legal Counsel, Head of Legal, General Counsel, Chief Legal Officer, Company Secretaries and all roles which require a legal qualification.

OUR TRACK RECORD



We are highly experienced in recruiting in-house roles at all levels. A selection of successful placements in 2024 include:

POSITION	INDUSTRY
General Counsel	Renewable Energy
General Counsel	Agriculture
Head of Legal	Banking
Senior Legal Counsel	Telecommunications
Senior Legal Counsel	FMCG / Retail
Senior Legal Counsel	Construction
Legal Counsel	FMCG
Legal Counsel	Banking
Legal Counsel	Logistics
Legal Counsel	Renewable Energy

*All of these placements are verified, but we have redacted client names for confidentiality reasons. For more information about these placements, including client details, please speak with a member of the Beacon Legal team.

DIRECTOR (IN-HOUSE)

MATTHEW EDWARDS

Matt is a NSW-qualified lawyer and the head of Beacon Legal's in-house recruitment team. He has been working as a specialist legal recruiter in Sydney and Melbourne for the past eight years.

Matt is supported by a team of 12 experienced consultants and candidate managers, who are all responsible for candidate generation and focus purely on the in-house legal market. Our scale allows Matt to access a vast candidate pool and our stringent vetting process ensures we provide the best and most suitable candidate for your business.

Matt is widely regarded as one of the leading specialist in-house legal recruitment consultants in Australia. He is a regular contributor to various industry publications, has organised a number of successful events for in-house lawyers, and has pioneered the introduction of a market-leading General Counsel Salary Report.



KEY TEAM MEMBERS



JAKE HAYDEN-SMITH MANAGER

Jake has been a specialist legal recruitment consultant for the past seven years in both London and Sydney. He has made a number of key hires for our clients and has placed lawyers from Legal Counsel to General Counsel level, across all industries.



CHARLOTTE TURNBULL SENIOR CONSULTANT

Charlotte is a Queensland Qualified Lawyer and the Head of Beacon Legal's in-house recruitment team in Brisbane. She has extensive experience in the legal industry and has been working as a specialist legal recruiter for the last two years.



TOBY ORR CONSULTANT

Toby holds an L.L.B. (Law with Chinese Law) from a top UK university. Toby joined Beacon Legal in 2023 in London and moved to Sydney in June. Since then, Toby has made a number of pivotal legal hires for our clients. He works across all industries in Sydney and Melbourne.



CHARLOTTE EVERETT SENIOR CONSULTANT

Charlotte is an experienced recruiter who has quickly developed a reputation as an expert in the legal market. She services our clients across both Sydney and Melbourne, with a focus on the financial services and technology sectors.

KEY TEAM MEMBERS



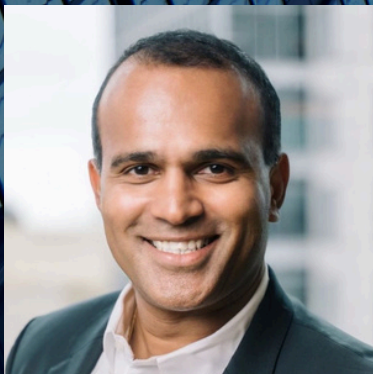
SASKIA HEYEN CANDIDATE MANAGER

Saskia is a specialist candidate manager who works alongside both our in-house and private practice teams. She is responsible for market mapping, candidate generation and general candidate and client service.



AIMEE SALT MANAGER

Aimee is the head of Beacon's Brisbane office and a key member of our in-house team. Aimee specialises largely in recruiting within the insurance sector. She was awarded the 'Legal Recruiter of the Year' by Sourcr after receiving exceptional client reviews.



CHAD WEERASINGHE DIRECTOR

Chad practiced at a top-tier law firm in London before making the switch to legal recruitment in 2018. In his time at Beacon Legal, Chad has quickly developed a reputation for outstanding market knowledge and impeccable client service.



DANIEL MCLAREN-KENNEDY CANDIDATE MANAGER

Daniel is a specialist candidate manager who is responsible for identifying and attracting the best legal talent in the market. He works closely with the in-house team to ensure that our clients have access to the best lawyers in the country.

CLIENT TESTIMONIALS



DIRECTOR - RENEWABLE ENERGY ★★★★★

“Jake was brilliant. Ran it smoothly, persistently and calmly. Introduced a wonderful candidate and managed the interaction with her, knowing when to step in and when to let it flow.”

GENERAL COUNSEL - BANKING ★★★★★

“Jake is one of the most efficient and proactive recruiters I have worked with. He is very driven - at each stage of the process, Jake would almost immediately follow up (within 1-2 hours, even in late evenings) with all parties to gain holistic picture in order to push things forward.”

GENERAL COUNSEL - CONSTRUCTION ★★★★★

“High calibre candidate sourced quickly and converted quickly.”

HR DIRECTOR - AGRICULTURE ★★★★★

“Great communication, very easy to work with and good candidates.”

HEAD OF LEGAL - LOGISTICS ★★★★★

“Professional and respectful. Great at keeping in contact with both us and the candidates. Commercial outlook that accounts for in-house quirks (like approvals and timing).”



CANDIDATE TESTIMONIALS



JULIA, SENIOR LEGAL COUNSEL ★★★★★

“As a fellow lawyer, Matthew knows the trade, requirements, intricacies and cultural nuances that need to be navigated during the recruitment process.”

RITAM, SENIOR LEGAL COUNSEL ★★★★★

“Matt was outstanding. His advice was practical and honest, and he knew the role and the industry intimately. He was always easy to reach, kept me in the loop at all stages of the process, and was encouraging while being realistic. Big thanks to Matt and Jake for the amazing support in helping me land a great role!”

JESS, GENERAL COUNSEL ★★★★★

“I had the pleasure of collaborating with Jake recently for a General Counsel role in the property and renewables space. Jake’s communication was excellent, always keeping me in the loop and addressing my questions promptly. What set Jake apart was the time he took to understand my professional goals and expectations. I can’t recommend Jake and his team enough. I look forward to working with them in the near future in my new role.”

STEPH, GENERAL COUNSEL ★★★★★

“Matt was excellent! Honest and trustworthy, plus he really understood what was important to both me and the client entity.”



sourcr.
Agency of the Year 2023
Legal

WHAT DIFFERENTIATES US?



SPECIALIST IN-HOUSE RECRUITMENT TEAM

We have the largest specialist in-house legal recruitment team in Australia. That means we have an intricate knowledge of the in-house market, but more importantly, access to candidates that other recruiters will simply ignore.



UNRIVALLED NETWORK

As the largest legal recruitment firm in Australia, our scale allows us to access a candidate pool far greater than that of our competitors. We also benefit from the best referral network in the market - more than half our placements are candidates referred to us.



PROVEN TRACK RECORD

We are the market leader. We deliver results for companies of all sizes. We have a 100% success rate when we are engaged on a role exclusively. We have an average review rating of 4.9 / 5 stars.



INDUSTRY INSIGHTS

Our clients benefit from regular articles, market analysis, reports and events. We regularly produce salary reports based on actual data collated from candidate surveys. We have more engagement with these surveys than any other legal recruitment firm, making our data the most accurate in the market.

SEARCH METHODOLOGY



DATABASE SEARCH

We have a comprehensive, well-maintained and industry-specific database of more than 10,000 Australian lawyers, each with their own contact details.



CANDIDATE MANAGERS

We have a team of candidate managers whose sole purpose is to source & identify top quality talent for our clients. Our consultants lead the search, and our candidate managers provide an invaluable service to ensure that we are covering the market thoroughly.



LINKEDIN SEARCHING

We subscribe to LinkedIn Recruiter, which gives us access to all lawyers in the market. Through LinkedIn's premium function, we are also able to quickly identify and contact candidates who are open to new opportunities.



ADVERTISING SOLUTIONS

Whilst most of our placements are made through our own network, we also offer a comprehensive advertising package for our clients. For more information about this package, please contact one of our consultants.

CONTACT US

If you have any questions about this Capability Statement, or would like to discuss your hiring needs, we would be happy to help. Reach out to Matthew or another member of the Beacon team.

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