



Executive Search Recruitment

At this level, recruitment is about confidential conversations, strategic alignment, and finding leaders who can shape your business as it scales. We work with PE-backed businesses, international companies entering the UK, and founders building their first legal leadership layer. If your next legal hire is a board-level decision, this is where that conversation starts.

– SPEAK TO OUR EXECUTIVE SEARCH LEAD

When Your Next Legal Hire Becomes a Board-Level Decision

Executive search is not for every hire. It's for the moments when getting it wrong would be expensive, disruptive, or strategically damaging. The organisations we work with are typically at an inflection point where legal leadership becomes a growth enabler, not just a compliance function.



Executive search requires a different approach to recruitment. By understanding the commercial objectives behind every appointment, we're able to identify leaders who create lasting value for our clients.



Daniel Tudor
Head of In-House Legal Recruitment

Is Executive Search Right for Your Firm?

We work with PE and VC investors who need governance infrastructure in their portfolio companies, CFOs and HR Directors hiring their first General Counsel, founders who've outgrown external legal support and need strategic internal leadership, boards replacing senior legal leaders where context and discretion matter, and international businesses entering the UK market who need local legal expertise at the top.



Executive Search Recruitment is The Best Option For You If:



You're appointing your first General Counsel and don't know what good looks like at this level.



You're an international business entering the UK and need senior legal leadership who understands the local market.



You're a PE-backed scale-up building governance structures to support rapid growth or prepare for exit.



You're replacing a departing legal leader and the context is sensitive, complex, or strategically important.



You need someone who can operate at board level, manage commercial risk, and build a legal function from the ground up.

If you recognise your organisation in any of these scenarios, executive search is likely the right approach.

Recruitment	Executive Search
Defined Roles	Strategy-led
Efficient Process	Discreet Conversations
Candidate Driven Market	Client Driven Market
Delivery-focused	Partnership-focused

What Makes Executive Search Different?

This is not recruitment. It’s leadership advisory.

Executive search operates at a different level to traditional legal recruitment. The people you need aren’t looking for jobs, the role itself might not be fully defined yet, and the decision involves multiple stakeholders with competing priorities. This is where advisory becomes more valuable than process.

At this level, you’re making a strategic decision about leadership, governance, and how your business will be positioned for growth. That requires a conversation starts with your business objectives, not a job specification.

Our Executive Search Process

A structured, discreet process designed for senior leadership hires.

Executive search is not a fast process, and it shouldn't be. These are high-stakes decisions that require strategic clarity, careful assessment, and stakeholder alignment. Our approach is designed to give you confidence at every stage

Strategic Discovery



Understanding your business, your growth plans, and the leadership context behind this hire. We work with you to define what success looks like, what risks you're managing, and what kind of legal leader will fit your culture and your strategic direction.

Market Mapping



Identifying where the right legal leaders sit in the market and how to reach them discreetly. This includes mapping candidates by sector experience, business stage expertise, geographic reach, and leadership style. We're looking for strategic fit, not just technical competence.

Advisory Shortlisting



Presenting a considered shortlist shaped by cultural and strategic alignment, not just credentials. Every candidate we put forward has been assessed for their ability to operate at your level, manage the complexity your business faces, and contribute at board level.

Stakeholder Alignment



Supporting board-level decision-making and alignment throughout the interview process. Executive hires often involve multiple stakeholders with different priorities. We help you manage that complexity, gather feedback, and move toward a decision with confidence.

Offer and Transition Support



Guiding negotiations, onboarding, and long-term success. We handle compensation discussions, manage counteroffers, and ensure the transition into your business is as smooth as possible. Our job doesn't end when the offer is accepted.

JMC Legal Recruitment operates across the UK with offices in Bristol, Manchester, Birmingham, London, Edinburgh, and New York. This gives us national reach without the City-centric bias that can inflate fees, narrow candidate pools, and misalign expectations around compensation and culture.

For organisations outside London, this matters. The legal leaders you need might be based in Manchester, Bristol, Edinburgh, or Birmingham. They might be open to relocation but expect realistic compensation aligned with regional markets, not London premiums. Or they might specifically want to stay outside the capital and build their careers regionally.



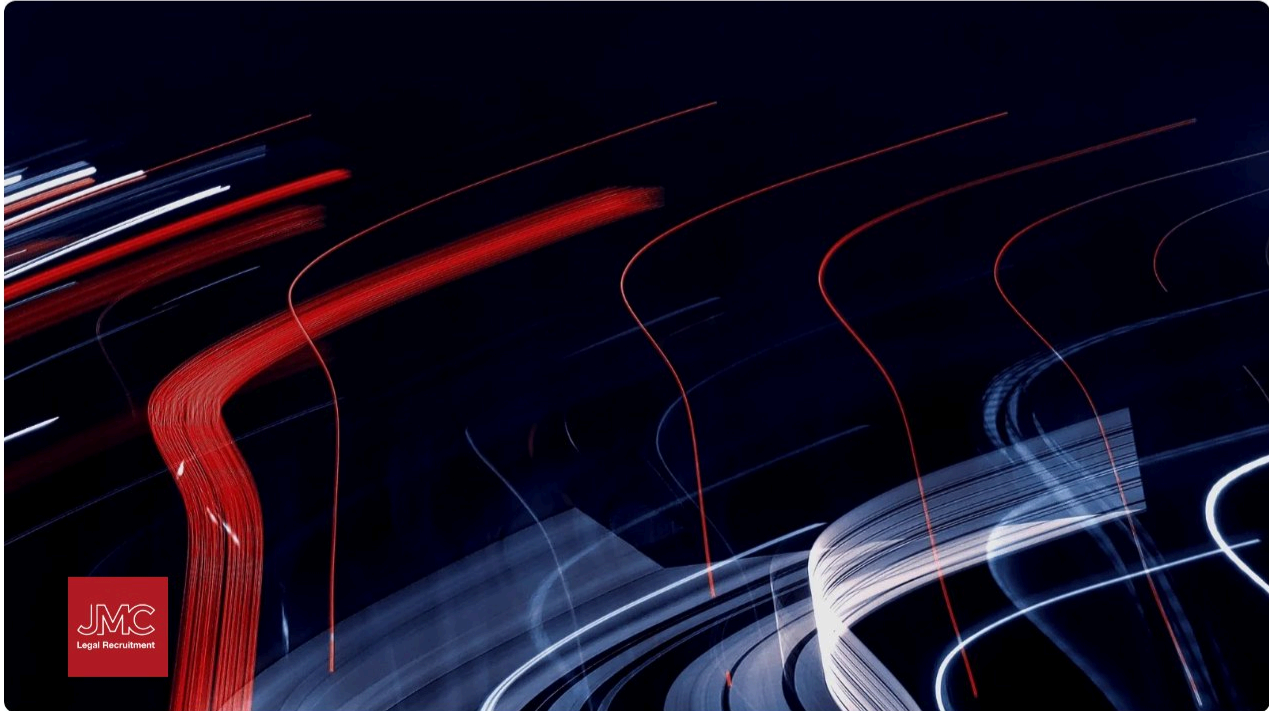
We understand these dynamics because we operate in these markets every day. Our executive search practice is commercially grounded, regionally credible, and built on fair market insight, not assumptions shaped by a single city. Whether you're hiring a General Counsel in Edinburgh, a Legal Director in Manchester, or building a legal function for a business with distributed teams, we can map the market accurately and position your opportunity in a way that attracts the right talent.

If you're an international business entering the UK, we provide local market expertise and access to legal leaders who understand how to operate in a UK legal and regulatory context. That includes navigating employment law, data protection, corporate governance, and the cultural differences that affect how legal functions operate here versus other jurisdictions.

Examples of the leadership searches we support, shared anonymously to protect client confidentiality.

[ALL CASE STUDIES](#)

Our Executive Search Successes



September 15th, 2026

General Counsel Search for a Defence Scale-Up

JMC Legal was instructed to deliver the first legal hire for a fast-growing autonomous drone manu...

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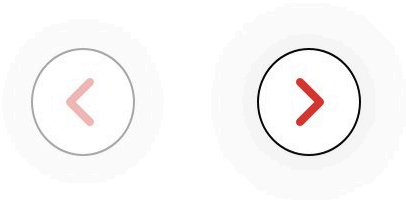


August 12th, 2026

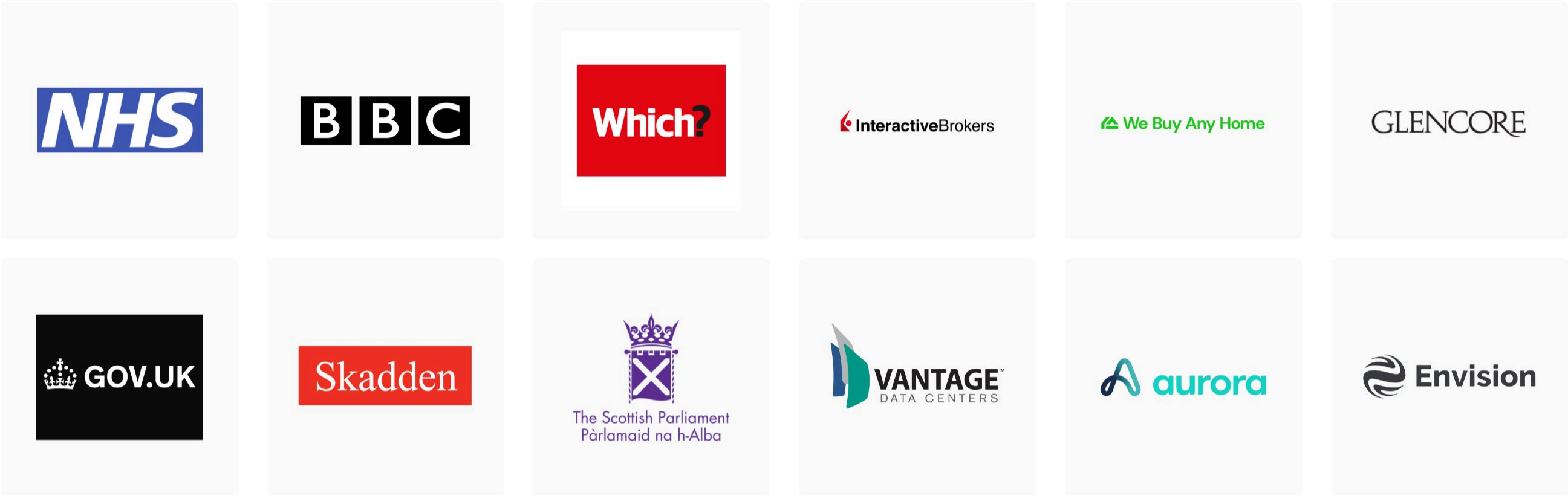
Head of Legal Services Placement for the Scottish Parliament

JMC Legal was instructed by the Scottish Parliament to run the search for a new Head of Legal Ser...

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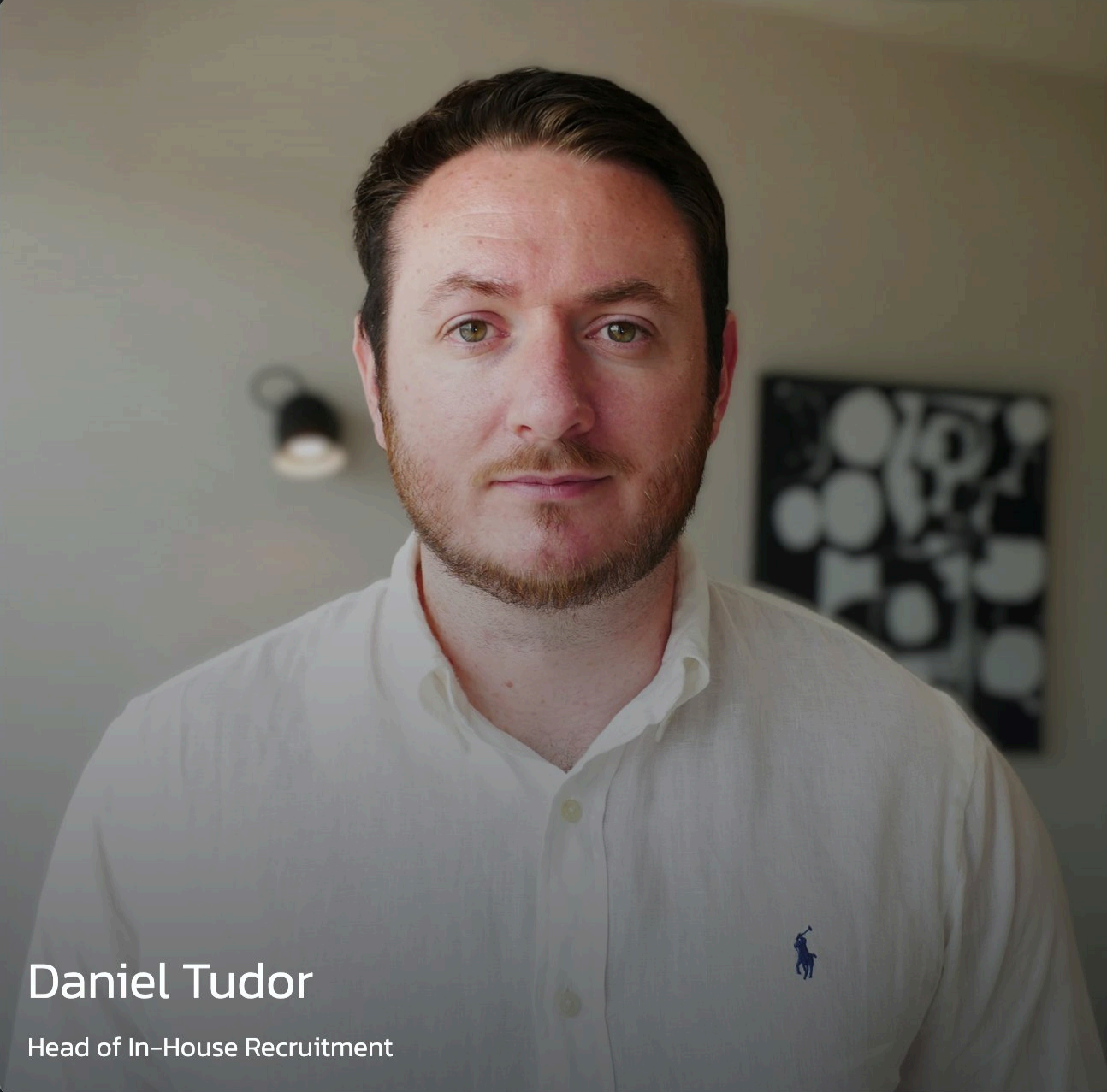


Trusted by Leading Law Firms and Legal Organisations Across the UK



Speak with Dan about your Executive Search

If you're considering a senior legal leadership hire and want to understand whether executive search is the right approach for your business, we're here to help. No obligation, just a confidential conversation about your needs, your timeline, and how we can support you.



Daniel Tudor
Head of In-House Recruitment

First Name

Last Name

First Name

Last Name

Job Title

Job Title

Company Name

Company Name

Email Address

Email Address

☐

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Looking for Something Different?

- FIND OUT MORE ABOUT OUR SERVICES

If executive search isn't what you need right now, we offer a full range of legal recruitment services:

Partner Recruitment

Lateral partner placements, team moves, and partnership appointments

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In-House Legal Recruitment

Legal Counsel, Senior Legal Counsel, and mid-level in-house roles

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Legal Technology Recruitment

Legal operations and legal tech implementation roles

LEARN MORE ABOUT LEGAL TECHNOLOGY RECRUITMENT →

Private Practice Recruitment

Solicitors, associates, and senior associates across all practice areas

LEARN MORE ABOUT PRIVATE PRACTICE RECRUITMENT →

Frequently Asked Questions

Executive search operates differently to traditional recruitment. These are the questions we hear most often from organisations considering whether executive search is the right approach for their senior legal hire.

- What is executive search?

▼
- How long does executive search take?

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- How much does executive search cost?

▼
- Who is executive search for?

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