

Brightwater

LEGAL IN-HOUSE



Our Brightwater Legal in-house team is a specialist division solely focused on the placement of Legal Counsel, Senior Legal Counsel & General Counsel across Financial Services, Funds, Insurance, Banking, Technology, Pharmaceutical and General Industry.

Established in 1998 with a vast network of business relationships locally and internationally, our consultants and lead researchers are in constant conversations with those in the legal market. We have a deep understanding of changing trends, profiling and skills sought by our clients for their next in-house legal appointment.

SECTOR COVERAGE

- Technology, Media, Telecommunications & Professional Services
- Banking, Financial Services, Insurance & Funds
- Engineering, Renewables, Life Sciences, Pharmaceutical & Manufacturing
- Government, Semi-State, Not-for-Profit & Academia
- Aviation Leasing
- Consumer (B2B and B2C)

MEET OUR LEGAL EXPERT



Mark Byrne

Commercial Director
Legal/ Financial Services

Our Lead Researchers provide support to our legal recruiters across:

Semi-State, Public Sector, Financial Services, Life Sciences, Academia, Professional Services, B2B & B2C Sectors

HOW WE PARTNER WITH OUR CLIENTS



CLIENT CHARTER

With every assignment we align our best practice client services charter and mutually agree upon key SLA milestones & post placement care.



CLIENT BRIEFING

- In-depth job spec and team org. review.
- Current & future skills matrix review (IQ, EQ & AQ),
- Domestic & international candidate market mapping review. "Go live" on search.



"GO TO MARKET" APPROACH

- Highly confidential NDA'd mandate if preferred.
- Dual branding Ad Campaign (Client & Brightwater Legal social media campaign).
- Discreet advertising on a client no names basis.



RETAINED SEARCH

TYPICAL TIMEFRAMES

- Long-list to short-list completion 2 weeks.
- Interviews stages to appointment - typically 4-7 week turnaround.



REPEAT CLIENT BASE

Our assignments come from 73% repeat business, reinforcing the quality and delivery of work by our recruitment team.

SNAPSHOT OF CASE STUDIES

GENERAL COUNSEL *Financial Services*

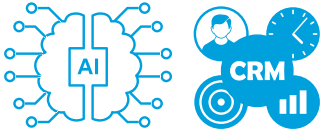
- Average turnaround – 12 weeks
- International Search, Ireland, Europe & UK

IP LITIGATION SENIOR MANAGER *Irish Plc*

- Average turnaround - 8 weeks
- International Search: Ireland, UK & Australia

SENIOR LEGAL COUNSEL *Manufacturing*

- Average turnaround - 5.5 weeks
- International Search – Ire. UK & Europe



Cutting edge tech & AI tools

- Real-time CRM, database
- LinkedIn system overlays
- GDPR robustness

Our Values

Trust
Integrity
Diversity
Agility
Empowerment

Trusted by our clients with repeat / referral business.

Brightwater Legal has 20 years'+ recruitment experience in this sector across Ireland, UK and internationally.

 Extensive social media reach

HOW WE PARTNER WITH OUR CANDIDATES



CANDIDATE CHARTER

With every candidate engagement, we aim to achieve the best possible experience.

Trust, discretion, active listening and transparency is core to our approach.



BRIEFING AND CAREER UNDERSTANDING

Each candidate is provided with an in-depth overview of the role, team structure, culture, vision of role and the firm and the interview panel dynamics.



PREPARATION & FEEDBACK

We offer CV and interview preparation sessions and constructive feedback against each interview stages.



NEGOTIATIONS

We provide a robust and balanced two-way negotiation with offers, to ensure the best and fairest outcome is achieved for our candidate and client.



POST-CARE

Our assignments come from 73% repeat business, reinforcing the quality and delivery of service by our recruitment team.

TESTIMONIALS

Mark is a true professional. I found our interactions to be very focused and observed how he carefully listened and provided honest feedback throughout the process. I would highly recommend Mark to anyone considering a move.

Associate General Counsel / Financial Services

I worked with Mark in getting my first in-house role at Kerry Group. He was very helpful, very 'on the ball' and a pleasure to deal with. I wouldn't be the biggest fan of recruiters as a general rule, but Mark was sound. And I'm not just saying this because he bought me lunch (though he also did). Also found a friend of mine a job, and he had a similar experience and good things to say.

Senior IP Solicitor / Irish Plc

Mark was fantastic to deal with from start to finish. From our initial contact right through to receiving an offer, Mark's help, advice and guidance was invaluable throughout the whole process. He was always available for a chat and to answer any questions I had. Mark is very proactive and really listens. He only suggests roles a candidate is suited to and interested in. I cannot recommend Mark enough.

Senior Legal Counsel Banking

Mark Byrne of Brightwater Recruitment Specialists has helped me secure both a temporary and permanent full-time position as an In-House Legal Counsel. Mark is a very talented, engaging and helpful recruiter who is very thorough in preparing candidates for a successful interview with potential employers. I highly recommend Mark as a legal recruiter and I'm very grateful to him for helping me secure interesting and rewarding.

Senior Legal Counsel Banking