



GRL LEGAL

COMPANY BROCHURE 2025

LEGAL RECRUITMENT BY INDUSTRY EXPERTS

For too long, the recruitment process has added little value to clients and candidates. GRL has changed all that. Big statement? Big changes.



GRL Legal

ABOUT US

Founded in 2013 by seasoned legal professionals, our team have 100+ years' combined legal experience. We provide specialist Legal Recruitment services to the UK's leading Barristers' Chambers, boutique and small to medium-sized ("BSM") law firms.

Our vision is to be the 'go-to' partner for our clients' recruitment, staff training and business growth requirements. In a time where business relationships are built on transparency, trust, and integrity, we want to lead this change.

We're proud to be trusted by many of the UK's leading Barristers' Chambers. Here's why our clients trust us:

- **100%** exclusive partnerships with our clients
- Our average time to hire is **4 weeks**
- **100%** repeat assignments from clients we have supported

4.9*

Google Reviews 

We're proud to receive 4.9* on Google from both candidates and clients.

100%

Client Retention

Our work thrives on repeat business – 100% of our clients regularly use us.

LEGAL RECRUITMENT

Our senior recruitment consultants benefit from 100+ years of combined expertise gained in several of the UK's leading Chambers.

With hands-on experience in senior leadership roles at the Bar, law firms and professional services, we are uniquely placed to recruit for all leadership roles. We understand the Bar, appreciate its subtleties and differences, and we speak the same language.

Our networks are extensive and include the professional services sector and beyond. Where we differ from others is that we don't just recycle people from our databases, or only work with those we already know or worse, fail to understand the market and antagonise people with inappropriate or scatter gun approaches.

OUR CLIENTS

Our client list is growing.

From our traditional market of the UK's leading Barristers' Chambers, we've continued to develop professional relationships with leading boutique law firms, small and medium-sized law firms, professional services businesses and membership organisations. We also work with legal innovators, ABS's and new Barrister-led entities.

LEGAL MARKET EXPERTISE



Leadership Roles

With our team's experience leading some of the biggest names at the Bar, we are perfectly placed to support Chambers. We enjoy advising our clients on attracting and securing the most talented individuals to fill new or existing roles.



Management

Modern business practices require a more defined approach, including the management of defined elements of the business by professionals able to manage effectively and work collaboratively.



Business Development & Marketing

Effective business development and marketing is more important than ever. We recruit all levels of marketing individuals capable of developing and improving work streams, maintaining and growing existing client relationships and building and improving Chambers' visibility.



Business Support

We excel in placing individuals in business support and administration roles at the Bar. Our service is efficient, proactive, and discreet. We conduct fair recruitment processes, prioritising both client and candidate needs.

"We are constantly told by CEOs, MDs and business owners, that there is nothing more important to the growth of their business than their employees. Therefore, can there be anything more important than finding outstanding candidates?"

Nick Rees, GRL Managing Director

WE TREAT ALL CANDIDATES THE SAME

We meet with EVERY longlisted candidate. Skills and experience are as important as cultural fit and aligned expectations. Our approach enables trusted relationships to form from the outset and ultimately leads to greater success.

We are proud that many of our senior operations placements (COO, marketing, finance, HR) are sourced from non-legal environments, which provides diversity and choice. We take the time to thoroughly introduce them to the nuances and qualities of the highly specialist Bar environment.

HANDS OFF APPROACH

We have a proven track record of working in partnership with clients on small, medium and large-scale single consultancy projects or on an ongoing basis. We also understand the importance of impartiality, which allows us to operate most effectively.

CONSULTANCY IS KEY

Consultancy is an integral part of our recruitment process, not an add-on. We also provide strategic guidance, advice and detailed reports to a broad range of clients.

GRL advises on role creation, planning, market intelligence, and compensation/benefits packages. Our approach is always open and inclusive. We partner with Barristers' Chambers, boutique law firms, legal entities and other professional services companies across the UK. Our consultancy service includes, but is not limited to:

- **Supporting Senior Leadership recruitment**
- **Salary Benchmarking (incl detailed reports)**
- **Organisational structure review (incl teams)**
- **Succession planning**

We deliver strategic consultancy and optimisation initiatives, both ongoing support and targeted consultations. We pride ourselves on our impartiality, ensuring effective operations across all stages of hiring. For more information, please get in touch. We would be happy to share further case studies suited towards your consultancy project.



Key outcomes:

- Significant improvements in morale and staff involvement
- Increased transparency and trust
- Strengthen performance and productivity
- Enhanced retention rates

CONSULTANCY EXAMPLES

Succession Planning – Leading Civil Chambers

Supported succession planning for a retiring Senior Clerk. Held discussions, interviewed stakeholders, and conducted benchmarking to deliver a report with strategic options focused on the Chambers' long-term interests.

Change Management - Leading Chancery / Commercial Chambers

Advised Chambers on strategic restructuring following the appointment of a new Chambers Director. Conducted market analysis and leadership interviews to inform ideal team structure, recommending an expanded two-team model over third team creation. Modernised role titles to align with the international client base. Subsequently supported recruitment of new senior roles, including EA/Head of People/EDI lead. The clerking team has doubled in size since.

Salary Benchmarking – Leading Commercial Chambers

Commissioned by the Chief Executive to benchmark mid and senior-level salaries, reviewing roles, performance, and structure. Delivered a detailed report for the Management Committee recommending remuneration and benefits adjustments.

Review of Fees Function – Leading Multi-Discipline Chambers

Engaged by the Chambers Director to review the fees function across practice areas. Conducted stakeholder interviews, market benchmarking, and provided a detailed report with findings and actionable recommendations.

THE GRL TEAM

As well as their experience of partnering and supporting the Bar, our senior recruitment consultants benefit from 100+ years of combined expertise in leadership roles in several of the UK's leading Chambers.



Nick Rees
Managing Director

With 30 years in law, Nick has served in leading Chambers, Law Firms, and as a consultant. He has held roles on Bar Council Committees and the IBC Management Committee, with expertise in project management, staff development, and recruitment.

[Find out more](#)



Paul Reece
Director of BD

With 25 years at five leading Chambers, Paul specialises in Chancery and Commercial Law. His deep understanding of legal challenges allows him to provide tailored support. A qualified IBC member, he also holds an ILM Level 5 in Leadership and Management.

[Find out more](#)



Matt Curness
Director of Recruitment

With over 25 years' experience, Matt was formerly a Senior Clerk in leading Commercial and Chancery Chambers before becoming a legal consultant. Now a recruitment consultant, his expertise, large network, and impeccable reputation make him a trusted advisor to clients.

[Find out more](#)



Becky Murphy
Recruitment Executive

Becky joined GRL as a Recruitment Executive, bringing experience supporting lawyers and staff at a leading law firm. An integral team member, she helps deliver GRL's recruitment projects and services.

[Find out more](#)



Ed Rees
Administration Manager

Ed transitioned from the public to the legal sector, supporting lawyers and management in top firms. He manages administration, provides research and consultancy support.

[Find out more](#)

OUR SENIOR ASSIGNMENTS

A selection of our senior assignments leading Barristers' Chambers.

ROLE	CLIENT	REGION
Arbitration Practice Manager (PSL)	Commercial Law Chambers	London, WC2
Business Development Director	International Arbitration Organisation	London, WC2
Chambers Director	Numerous Chambers	London
CEO	Multi-Disciplinary Law Firm	London, WC1
Chief Executive	Multi-Disciplinary Chambers	Leeds / Newcastle
Chief Executive Officer	Civil Chambers	Bristol
COO	Common Law Chambers	London, EC4
Deputy Senior Clerk	Common Law Chambers	London, WC1
Director of Business Development (BD)	International Consultancy	Dubai, UAE
Director of Clerking & BD	Civil Chambers	London, EC4
Director of Clerking	Civil Chambers	London, WC2
Director of Marketing (newly created role)	Private Client & Family Law Firms	Southend / Essex
Director of Services	Membership Organisation	London, WC2
Head of BD & Marketing	Chancery & Commercial Chambers	London, WC2
Head of Finance	Civil, Criminal & Public Law Chambers	London, WC1
Head of Marketing	Numerous Chambers	London
Practice Director	Civil Chambers	London, EC4
Senior Clerk (Commercial)	Commercial Chambers	London, WC2
Senior Clerk	International & Commercial Chambers	London, WC1
Senior Practice Manager	Family Law Chambers	London, WC2

OUR MID-RANGE ASSIGNMENTS

A selection of our mid-range assignments with leading Barristers' Chambers.

ROLE	CLIENT	REGION
Administration Manager	Numerous Chambers	London
Business Development Manager (Crime)	Multi-Disciplinary Chambers	London, WC2
Casework Administrator x2	International Arbitration Organisation	London, EC4
Chambers Director	Multi-Disciplinary Chambers	Leeds
Commercial Director x2	Legal Events Organiser	London, SE1
Conference & Events Producer	Legal Events Organiser	London, SE1
Finance Manager	Multi-Disciplinary Chambers	London, EC4
Finance Manager	Family Law Chambers	London, WC1
Finance & Administration Manager	Multi-Disciplinary Chambers	London, EC4
Head of Administration	Public & Commercial Law Chambers	London, WC1
Head of Marketing	Public & Commercial Law Chambers	London, WC1
Head of Operations & Business Admin	Public & Civil Law Chambers	London, EC4
Marketing & Client Care Director	Commercial & Civil Chambers	London, WC2
Marketing Executive	Numerous Chambers	London
Practice Director (Civil)	Public & Civil Law Chambers	Leeds
Practice Manager	Numerous Chambers	London
Senior Clerk (Family Team)	Family Law Chambers	London, WC1
Senior Fees Clerk	Numerous Chambers	London
Team Clerk (Commercial Team)	Civil Chambers	London, EC4

We also recruit across a comprehensive range of junior and entry-level positions, from school leavers to early-career professionals. We pride ourselves on delivering a complete recruitment service that covers all support levels within Chambers and legal businesses.

CASE STUDIES

We are proud to have completed multiple senior leadership and mid-range placements in Chambers' support functions. Relevant projects include:

Chief Executive Officer - Leading Chambers (Bristol)

Led strategic overhaul of prominent regional chambers following CEO retirement. Conducted a comprehensive internal review, interviewing 30+ staff and members. Delivered a detailed report informing the new leadership direction. Designed and executed recruitment process, securing an exceptional candidate with top-tier legal management experience.

Director of Operations - Leading Common Law Chambers

Newly created strategic operations role overseeing non-clerking functions, including finance and staff management. We provided market insights and led recruitment, securing a top candidate with Bar and NGO leadership experience.

Director of Clerking - Leading Civil Chambers

After consultancy for the new Head of Chambers, we recommended the 'Director of Clerking' role to lead clerking and business development. Departure from tradition unified leadership under one capable individual. Result: significant growth and recognition for the set.

Team Expansion - Multiple Leading Chambers

Delivered successful team expansion for Chambers through internal and external recruitment, including Practice Director roles to support growth. Led change management for 2-3 teams with a focus on seamless integration.

Director of Clerking - Award-Winning Common Law Chambers

Worked closely with the Chief Executive and Members to lead the recruitment process for a new Director of Clerking, replacing the retiring Senior Clerk after 45+ years of service. Developed and implemented a detailed recruitment strategy that balanced Chambers' desire to maintain key elements of traditional clerking while securing a candidate with a strong commercial approach.

Chief Executive Officer - Leading Civil Chambers (Leeds)

Revamped role to chart Chambers' future. Built on the predecessor's success. New focus on business development, communications, and teamwork. Conducted consultancy, developed a brief. Headhunted and secured a top-tier candidate.

Head of Administration - Leading Commercial & Civil Chambers

Replacing the retiring Chambers Manager, this role manages the non-clerking support team, including the Marketing team of three, working closely with the Senior Clerk of over 30 years at this set (20 as SC), has sole responsibility for HR, Reg and Compliance, some IT and Pupillage duties.

Director of Services - Membership Association for the Bar (Bar Council)

Selected via competitive pitch to recruit Director of Services. Secured high-calibre candidate from non-legal background through multi-channel search including headhunting, advertising and referrals. The candidate has maintained long-term success in the role, reinforcing our track record.

Chambers Director - Leading Multi-Disciplinary Chambers

Engaged after the previous agency's unqualified shortlist. Conducted detailed consultation to understand business needs, target candidate profile and objectives. Advised on competitive compensation structure tied to 2-year revenue goals. Delivered a qualified shortlist of candidates with diverse skillsets aligned to the client's commercial mindset and business development targets.

OUR RECRUITMENT PROCESS

01

EVALUATION & RESEARCH

Brief Definition: Working in partnership, we deliver accurate, tailored search solutions in line with Chambers' objectives. This includes: agreeing the job description, person specification, remuneration package (salary benchmarking where required) and setting the sourcing strategy for the hire.

Chambers' Analysis: We take the time to understand your business. Your culture and organisational structure are important for us to find people to fit in well.

Objectives: Defining client objectives, both short and long term, is essential to understanding the impact a new hire could make. We work with you to understand what's important to your business. We will define timescales for the search.

02

THE SEARCH

Market Analysis: We thoroughly examine the market to identify all suitable candidates for the position, immediately informing clients about new talent.

Networking & Talent Hunt: Our team have dedicated years to building a robust network within the legal industry. We harness our extensive network while continuously seeking out new talent.

Advertising, Professional Networks & Social Media: We enjoy exclusive access to various senior-level job boards and platforms including LinkedIn, IBC, LMPA, The Guardian & more. We utilise our social media frequently to advertise new roles.

03

THE SELECTION

Candidate Evaluation: When we identify a potential candidate, we conduct an initial telephone call to assess the individual's skills and experience in line with the job specification.

Comprehensive Assessment: We then schedule an in-depth one-to-one meeting with appropriate candidates to gain a deeper insight into their background, assess cultural fit, and evaluate their abilities.

Shortlist Presentation: We develop a synopsis and agree to create a comprehensive shortlist that includes each candidate's resume along with a summary of their experience, suitability, and reasons for considering a career move.

04

CONCLUSION

Client Evaluations & Selections: Chambers conducts their own interviews and makes final decisions. For senior positions, the process sometimes involves a presentation to members. We can conduct Psychometric Testing where required.

Reference Verification: We will obtain references from candidates and furnish this information to the client.

Appointment & Negotiation: We support and facilitate discussions regarding candidate motivations and remuneration negotiation during the offer phase, ensuring a seamless process.

BENEFITS OF OUR APPROACH

We incorporate personalised strategies and industry-leading candidate networks along with transparent assessments and cost-effective solutions. Our team are committed to delivering exceptional value in executive-level talent acquisition. Our approach yields many benefits that are outlined here:



Tailored Strategy

We customise our search approach to match your unique needs, culture, and goals for a perfect candidate-company fit.



Cost-Effective Hiring

Our hiring model offers value-driven fee structures, securing top-tier talent while being cost-effective for your business.



Proactive Talent Discovery

We uncover hidden talent through specific campaigns, giving you a competitive edge by presenting candidates who may not be actively seeking.



Flexible Timelines

We align with your timelines, understanding the urgency of your hiring needs and your business strategy, ensuring access to top talent in your industry.



Extensive Candidate Network

Leveraging our vast candidate network and connections, we ensure access to the best-suited candidates for all hiring requirements.



Objective Assessment

We provide unbiased candidate evaluations, ensuring transparency and informed decision-making in line with your organisational objectives.



Unwavering Dedication

In a retained model, you receive our full attention, accelerating the search process for executive-level candidates.



Efficient Communication

Our dedicated searches provide a dedicated Consultant as your single point of contact for streamlined communication.



Confidentiality Assurance

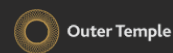
We uphold strict non-disclosure agreements, safeguarding your company's reputation and confidential information throughout the recruitment process.



Regular Updates

We maintain open communication with weekly check-ins to keep you informed, address concerns, and adapt our strategy to your evolving needs.

YOU'RE IN GOOD COMPANY



TESTIMONIALS

"Highly responsive, helpful and efficient. They understand the needs of the Bar extremely well and have a good handle on the market."

Chambers Director, Leading Employment & Commercial Chambers

"Many specialist recruiters often claim 'expert market knowledge' of the London legal marketplace, but few rival GRL's depth of experience."

Leading Chambers Director, Common Law Chambers

"GRL are proactive and often come to us with ideas that are beneficial to both parties."

Practice Director, Leading Commercial Chambers

"I have no doubt that without GRL's valuable input, Chambers would not now be leading the way in our sectors as we presently are."

Head of Chambers, Leading PI & Civil Set

"What sets GRL apart is their unique understanding of the Bar and the issues that both members and staff face in their daily working lives."

Senior Clerk, Leading Public Law, Employment & Commercial Chambers

"GRL confidently and seamlessly guided us through the crucial process of recruiting a new Chambers Director."

Barrister / Head of Recruitment Committee, Leading Commercial & Civil Set

"Paul provided step-by-step guidance from outlining potential openings to the interview process, and finally accepting the contract. Very professional and nurturing - highly recommend."

GRL Candidate - Junior Barristers' Clerk

"I couldn't be more grateful to the team at GRL for helping me secure a fantastic new job. They went above and beyond in ensuring I was placed in the best-suited position for me, whilst also meeting all my personal needs. The communication was exceptional and so friendly/personable. I couldn't fault them. Thank you so much!"

GRL Candidate

"GRL have been great throughout the whole process. Nick and Ed were in constant communication with me by email/phone and have been a massive help in securing my new role! Many thanks."

GRL Candidate

"Becky and Matt have been extremely helpful throughout the whole recruitment process, providing me with the necessary tools to be successful. They are always there for support and guidance, and they made the whole recruitment process easier. I would definitely recommend GRL if candidates are looking to get into the legal sector."

GRL Candidate




"Such helpful people and such a lovely team of recruiters! Would definitely recommend GRL as a company. Matt, Paul and Becky have been amazing and extremely helpful."

GRL Candidate - Junior Clerk






GET IN TOUCH




Nick Rees
Managing Director

 07711 744 081
 nrees@grllegal.com
 Nick Rees




Paul Reece
Director of Business Development

 07877 233 566
 preece@grllegal.com
 Paul Reece




Matt Curness
Director of Recruitment

 07776 235906
 mcurness@grllegal.com
 Matt Curness




Becky Murphy
Recruitment Executive

 07368 275 835
 bmurphy@grllegal.com
 Becky Murphy

Ed Rees
Senior Researcher & Administration Manager

 07843 273913
 erees@grllegal.com
 Ed Rees

Follow our social media pages for the latest industry updates, events and vacancies. We regularly share news, insights and guests articles on our website [here](#).

 +44(0) 203 397 2959
 recruitment@grllegal.com
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