



insource

HIRE LAWYERS FASTER

The legal talent challenge

Solve your firm's perennial problem



Law firms biggest headache

If you've tried to hire a lawyer in the last 12 months, I do not doubt that it took longer than you expected. I am also certain it cost far more than you anticipated.

Every law firm wants to hire the best lawyers. But what I see consistently across the market is that most firms are being forced to choose between who they want and who they can get. That trade-off has consequences for growth, for client experience, and for partner and team workload.

This isn't a new development. Year after year across Australia and New Zealand recruitment and retention consistently remain at the top of law firms' priority lists.

When firms rely on job boards and recruiters; long hiring cycles are guaranteed. At a minimum it will take six to eight weeks to source talent. Add a notice period and suddenly your firm is under-resourced for ten weeks or more. That's ten weeks of pressure, and risk.

When firms compete for a small pool of available lawyers, costs increase. Salaries inflate by 10–20%. Agency fees climb to 25%.

Law firms are investing heavily now in technology. Firms are using technology to optimise everything around their people but not to solve the challenge of finding, attracting, and retaining them.

Being able to source better talent faster relies on one thing: visibility.

Insource gives firms visibility of lawyer movement, composition, succession gaps, flight risk, tenure, alumni and all of this can be benchmarked against competitors. With Insource as their core recruitment tool, firms stop guessing. They make informed decisions earlier and with confidence.

Jenn Little
CEO, Insource Recruitment



A person with a backpack stands on a grassy mountain ridge, looking out over a vast, hazy mountain range. The sky is blue with some clouds, and the mountains in the distance are layered and misty. A large, semi-transparent circular graphic is overlaid on the right side of the image.

**You can't hire
what you can't see**

The great legal talent challenge

2026 Australia Midsize Law Firm Priorities Report



44%

Recruiting and retaining talent remains the most significant challenge, cited by 44% of respondents – consistent with prior years indicating no material improvement.

Actionstep 2026 Australasian Midsize Law Firm Priorities Report

Long Hiring Cycles: Delay is built into the traditional model

Long time to hire cycles



20-80

Cold approaches to secure one hire



6-8

Weeks minimum to fill a role – often many months



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Zero visibility of the broader talent pool



Significant HR time lost to manual tasks

The legal recruitment challenge



The real cost of traditional recruitment: The economics don't stack up



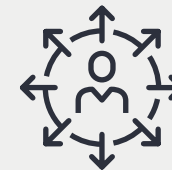
15-25%

Placement fees per hire
- up to \$65k



10-20%

Firms are paying 10-20% salary increases to outbid competitors



Internal HR teams often outsource to a third party recruiter due to lack of tools and capacity

66

**Traditional recruitment is broken.
What works now is building
relationships early and using tech
to create a pipeline of quality
candidates.**

Caralee Fontenele,
Director, Scalable Law

What leading law firms do differently

Winning firms don't recruit reactively. They build talent advantage.

- Capability is **brought in-house** - not outsourced
- Recruitment is **owned at leadership level**
- Technology gives visibility of the **entire talent market**
- Hiring shifts from reactive to **always-on**

The difference?

When a role opens, they're already prepared.



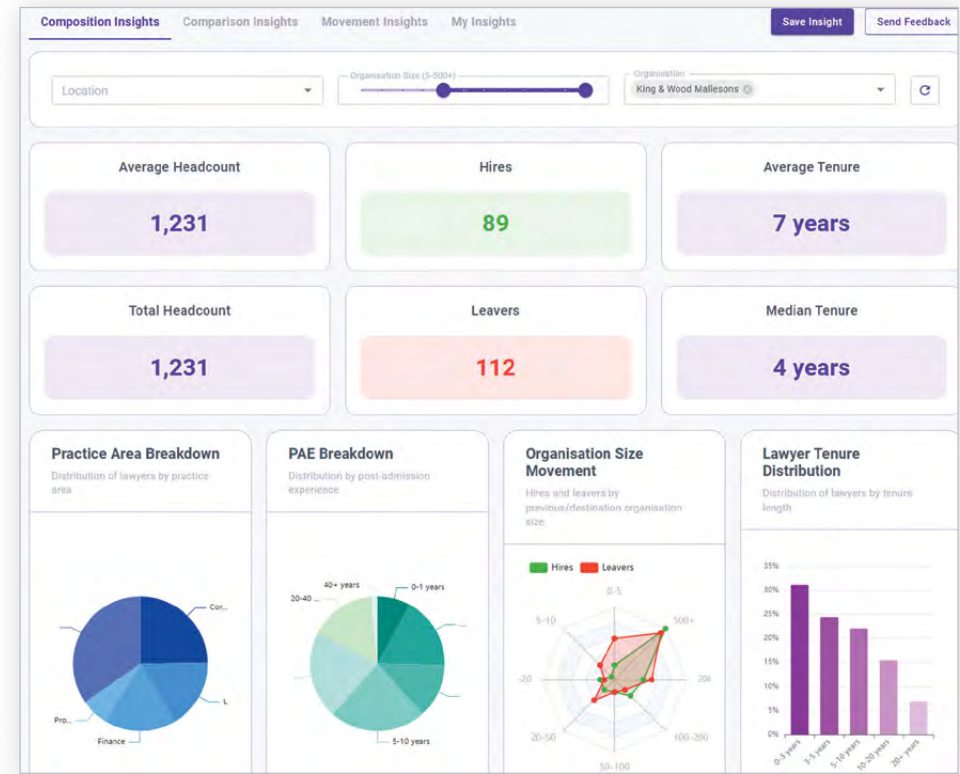
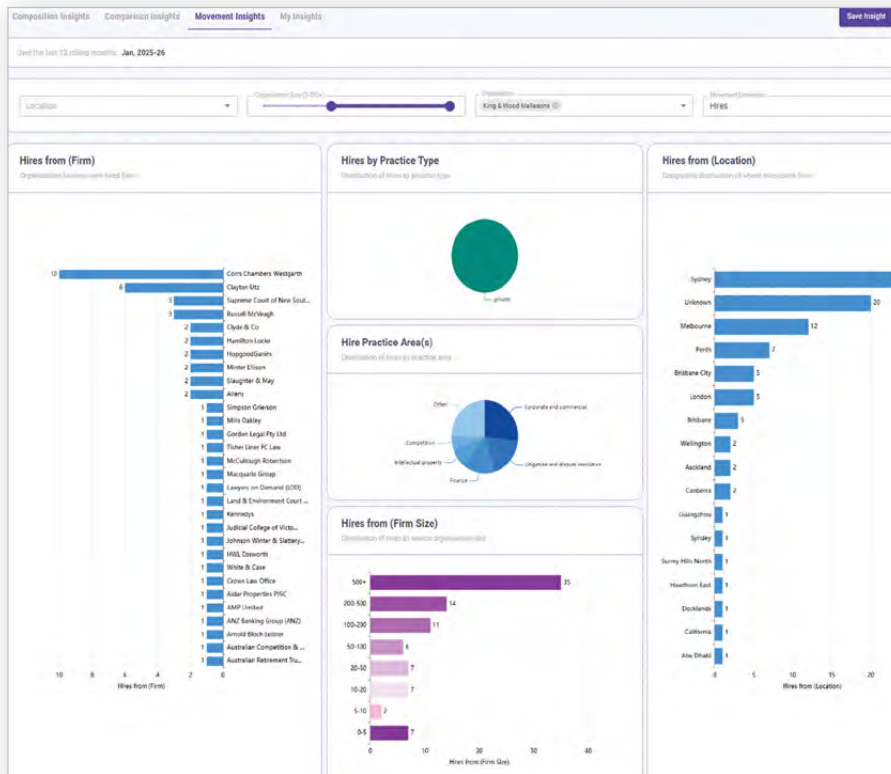
Find out how to save time and money hiring the leading legal talent.



Transforming talent acquisition with reliable data

Insource contains a searchable database with up-to-date profiles of more than 100,000 lawyers with an Australian or New Zealand practising certificate, and all registered legal executives.

With complete visibility of the entire talent pool Insource enables list generation in seconds so law firms, or an Insource freelance recruiter, can quickly identify the right candidates for live vacancies, build future talent pipelines and get insights into the movement and composition of legal talent.



The Insource playbook to recruit lawyers faster

- 1** Using the criteria of what you need, an initial automated search of the database creates your longlist of suitable candidates.
Estimated time: 5 minutes
- 2** Shortlist of suitable candidates created, with an emphasis on those that are already connected to your firm.
Estimated time 5 minutes
- 3** Final shortlist of candidates agreed in conjunction with partner/hiring manager
Estimated time: 20 minutes
- 4** You and those connected to candidates approach them directly. We provide the scripts, guidance and support. Candidates interested in the opportunity now flow through to exploratory chat and then into your normal recruitment process.
- 5** Candidates contacted that are not able to move now flow into your firm's pipeline for maintaining contact and future consideration or are tagged as not suitable/interested in future opportunities.



Total estimated time invested by you: 30 minutes to have a list of suitable candidates to approach.

Average cost per month for Insource subscription:
\$595 - \$2,595 +GST per month depending on lawyer headcount. Customised pricing for firms with more than 500 lawyers.

Our clients tell us that on average they save at least \$25,000 per hire.

Insource is purpose-built technology for law firms designed to bring recruitment in-house and replace slow, expensive and reactive hiring methods.



100,000+

Qualified lawyers and registered legal executives in Australia and New Zealand



100+

Law firms have taken up an Insource Subscription



\$25,000

Average saving per hire. Our clients have told us they save using Insource



25%

Reduction in hiring time according to our clients



39%

Of the top law firms in Australia and New Zealand use Insource

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Insource is a key part of our recruitment process. It supports us to build and maintain connections with key talent in the industry, and further enhances our proactive recruitment strategy.

Tessa Sims
People & Culture Manager, Wotton & Kearney

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Since adopting Insource, we have successfully hired two outstanding candidates who we likely would not have reached through traditional recruitment methods. This approach has saved us significant time and substantially reduced recruitment costs.

Femke van der Hoeven
Operations Manager, Collective Family Law

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Insource allows us to scan the market and filter by any number of criteria, creating shortlists of potential candidates to support our growth and turnover. It has accelerated our recruitment process and shortened the time to fill roles.

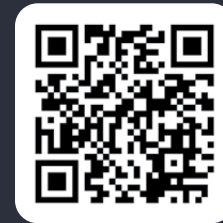
Jon Calder
CEO, Tompkins Wake

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We are able to reduce time to hire. We have better candidates that are better suited for the role on the shortlist quicker.

Olivia Holmes
Chief People Officer, Macpherson Kelley

Book our free demo now



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