

Incredible Support

Imagine having all the information you need when you need it. We have an exceptional research team to help you respond to search queries within minutes of your client's request.



Awesome Commission

We start paying commission from the moment you start billing. Our commission structure is banded and cumulative. Bill in excess of £200,000 and you will see cumulative commission of up to £52,500.



Impressive Client Relationships

Giving 100% to clients and candidates is standard at Cogence. This attitude has ensured long-standing, profitable relationships with most of the magic circle, silver circle, US and global firms in London. Cold calling is rare because the relationship is already there.



Superb Socials

You work hard from Monday to Friday - you should let your hair down occasionally. Our social calendar is full of adventure and fun and frequently involves team activities and events.



We're looking for experienced, ambitious, influential people with an exceptional legal market knowledge.

WHO WE ARE

Cogence Search, in its 9th year, is a leading legal recruitment agency. We possess an enviable reputation for delivery on partner and lateral hires in top tier firms locally and globally.

WHAT WE DO

We specialise in fee earning recruitment for private practice firms. Cogence Search works on both a retained and contingent basis and our client relationships are profitable, long-standing and diverse.

WORKING FASTER

Our state-of-the-art database, together with the unparalleled support of our Research Team, ensures a rapid, accurate service for both clients and candidates. It's the advantage to which all other legal recruitment firms can only aspire.

CONTACT DETAILS



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"I enjoy the team camaraderie and there's a great commission scheme in comparison with the rest of the market. I learned to establish relationships and headhunt effectively thanks to the excellent training provided. I also earned more in 3 months than I did in a year at my previous organisation."

Michael Madigan, Recruitment Consultant

"There's a fabulous culture at Cogence. It's not all about hard work, although that gets some great rewards, including trips abroad. We also have a great social life with team events every quarter."

Manisha Vegad, Senior Recruitment Consultant



"Cogence Search is truly dedicated to matching the right legal personnel with the right legal firms. I enjoy working with such a diligent and knowledgeable team who always take the time to understand the intrinsic needs of the client as well as the candidate."

Eric Assamoah, Process Manager



GLOBAL KNOWLEDGE. LOCAL DELIVERY

Cogence Search is a leading legal recruitment agency. We focus entirely on lateral and associate hires for the private practice market.

Our consultants possess an exceptional knowledge of the legal market. A deep understanding of the vertical markets in which they work ensures a solid understanding of our clients' business needs. Knowledge is a cornerstone of our outstanding record of success.

Cogence Search's partner searches and retained services are managed by Managing Director and Founder, Mark Husband. Mark spent a number of years in commercial litigation before building his long and successful career in legal recruitment. He has led successful national and international partner and team searches in all areas of dispute resolution for firms ranging from boutique litigation specialists to Global UK and US Law firms.

WORKING SMARTER

Every stage of the recruitment process at Cogence is supported by the Research team. The team maintains a world class database that enables Cogence to deliver on a greater number of searches than any of its competitors, with absolute confidence that every candidate is absolutely right for the role.

The Research team is responsible for generating job lists and ensuring that you have all possible roles available to your particular candidate; and that you have access to an ideal group of candidates to approach for specific roles.

MARKETING

We advertise on all the usual job boards. You can write your own copy, or our Resources Team will write fully optimised, hard-hitting copy for you.

Cogence Search enjoys significant visibility in the legal market. It is a long term sponsor of Legal Business' Legal Awards and Mark and the team are widely published commentators on many of the issues affecting the industry. Our blog page is one of the most widely read in the legal recruitment market and has a loyal following in the client and candidate markets.

We have a dedicated marketing manager who works with the business to ensure we maintain our prominence and visibility, and with you to help you raise your profile in the legal market.

SUCCESS

Cogence Search's success is built upon unparalleled market knowledge and a profound understanding of its clients' and candidates' needs.

To us, contingent work is just as important as retained work. You are encouraged to work as you wish. If you do wish to engage in retained search work, we will provide all the support, training and assistance you could need. Your success will require 100% commitment from you. In return, you will be remunerated generously as our commission structure is one of the most rewarding in the legal recruitment market.

Holidays start at 25 days per year and, in addition to commission, we offer an incentive scheme that includes trips abroad. There's an emphasis on teamwork, and we're behind you every step of the way.