



THE UK LEGAL RECRUITER LINKEDINFLUENCERS

# The Index

*A full-year measure of who is building an audience in UK legal recruitment.*

Data period • 1 June 2025 to 31 May 2026

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## Why we built this index

Legal recruitment runs on relationships, yet the profession has never had a clear, shared picture of who is actually building them in public. This index is our attempt to change that: a transparent, like-for-like measure of how the UK's legal recruitment consultants and agencies show up on LinkedIn across a full year.

We built it for the sake of best practice. The consultants at the top of this table are not lucky; they are consistent, and the habits behind their visibility can be learned. By measuring what good looks like, and naming the people doing it well, we give the rest of the market a route to follow rather than a mystery to admire.

We built it for visibility and guidance. In a profession where buyers increasingly decide who to trust long before they pick up the phone, share of voice has quietly become a leading indicator of pipeline. Making it measurable lets every consultant and agency see where they genuinely stand — and what a sensible next step looks like — instead of guessing.

And we built it for a little gentle competition. Rankings focus the mind. We hope this one is read in good humour: as encouragement to post, to contribute, and to raise the standard of the conversation, not as a leaderboard to be gamed. The profession is more interesting when more of its people are part of it.

Above all, we built it for transparency. Everything here rests on a single, published method, applied equally to everyone — original posts only, a full year of data, the same scoring for a sole trader as for a global firm. We would rather be open and occasionally corrected than opaque and unaccountable. If a number looks wrong, tell us; the index improves every time someone does.

What follows is a picture of a profession learning, in real time, that visibility is earned rather than bought. We hope you find it useful.

### **Codex Edge & TBD Marketing**

Publishers of the UK Legal Recruiter LinkedInInfluencers Index

## Three views

*On the people, the shift, and the opportunity behind this year's index.*

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### The few doing the heavy lifting

I have spent years telling lawyers that visibility is earned, not bought. The consultants who place them are finding out the same thing. This index proves it, in numbers I can't argue with.

Of the 2,460 recruitment consultants who posted at all this year, the top 100 account for almost a third of the entire sector's share of voice. The top ten alone deliver more than a third of that. Ten people, louder than the next ninety combined. That isn't luck, and it certainly isn't an algorithm being kind. It is consistency, a point of view, and the nerve to keep showing up.

The names at the sharp end have earned their place. Bin Sparkes, Dana Denis-Smith and Joshua Blake aren't shouting into the void. They are building audiences who will take their call before anyone else's.

One note of caution before anyone gets comfortable. The sector converts barely 15 comments for every 100 likes, against 40 to 50 for the lawyers we rank. Plenty of applause. Not enough conversation. Whoever fixes that next year runs away with it.

#### Si Marshall

Founder, TBD Marketing

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### Sales opened the door. Marketing decides who walks through it.

Recruitment has always been a sales business. Pick up the phone, work the network, make the placement. That hasn't changed. What has changed is everything that happens before the call.

The strongest consultants in this index are both selling and marketing. They publish, they take positions, they build an audience that already knows who they are and what they stand for. By the time a mandate appears, the relationship is half-built. Share of voice has quietly become an important indicator of pipeline.

The data makes the shift hard to ignore. Front-of-mind presence is concentrated in a small group who treat content as a discipline rather than an afterthought, and increasingly it is an agency-level effect rather than a handful of gifted individuals. Where an agency builds a culture of visibility, a "social army" follows, and the whole brand rises with it.

You want to be front of mind for a new instruction? This is how.

Sales and marketing were once separate departments, with separate budgets and a healthy mutual suspicion. In modern recruitment they are the same motion. This index measures who has worked that out.

#### Chris Hume

Founder, Codex Edge

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## The whitespace

For all the noise at the top, the more telling story sits in the silence beneath it. About one-third of the consultants we track didn't post once over twelve months. Of 264 active agencies, only 52 placed anyone in the top 100. More than 80% of agencies have nobody at the front of the market's mind.

Now picture the other side of that. It's 2026, and a message lands in your inbox from a recruiter you've never heard of, at an agency you couldn't name. No shared context, no reason to trust them, no sign they understand your world. You already know what happens to that DM. It goes nowhere.

That is the real cost of invisibility, and it's why the quiet beneath the top 100 is better read as whitespace than as a problem. The barrier to standing out isn't budget or talent. It's showing up, consistently, with something worth saying, so that when you do reach out, your name and your brand are already familiar.

The consultants who climb this index next year won't just be the ones who post most. They'll be the ones whose next message gets read, because the relationship started long before they hit send.

### **Kim Lewis**

BD Director, Codex Edge

# The numbers

## Consultants

<p>ACTIVE CONSULTANTS</p> <p><b>2,460</b></p> <p>posted at least once · Jun 25 – May 26</p>	<p>ACTIVE AGENCIES</p> <p><b>264</b></p> <p>at least one consultant posting</p>	<p>TOP 100 SoV</p> <p><b>31.8%</b></p> <p>of all power score</p>
<p>TOP 10 / TOP 100</p> <p><b>35.3%</b></p> <p>10 people vs next 90</p>	<p>TOTAL ENGAGEMENT</p> <p><b>1.00M</b></p> <p>likes + comments · year</p>	<p>CONSULTANTS TRACKED</p> <p><b>3,783</b></p> <p>total in scope (active + dormant)</p>
<p>AGENCIES TRACKED</p> <p><b>411</b></p> <p>total in scope</p>	<p>ORIGINAL POSTS</p> <p><b>82,479</b></p> <p>Jun 25 – May 26 · originals only</p>	<p>REPOSTS IGNORED</p> <p><b>40,596</b></p> <p>excluded from all rankings</p>

1. A third of the industry is silent before we even start measuring. Of the 3,783 consultants and 411 agencies tracked, only 2,460 consultants (65%) and 264 agencies (64%) posted at all between June 2025 and May 2026 – the rest are invisible on LinkedIn before any share-of-voice question is even asked.
2. Nearly a third of the LinkedIn share of voice in legal recruitment (31.8% of all power score) is held by the top 100 – just over 4% of the active cohort.
3. The top 10 consultants alone deliver 35.3% of all top-100 power score – 10 people are louder than the next 90 combined.
4. Of the 264 active agencies, only 52 have anyone in the top 100 – meaning 80% of active agencies have nobody at the front-of-mind layer.
5. 74% of the top 100 sit at just 27 agencies. It's easier being part of a social army than being a great solo poster.
6. Comments are the sector-wide weakness: even the top 100 only convert 15 comments per 100 likes (vs 40–50 for our lawyer rankings). The opinion-led post – the format that drives genuine conversation – is the single biggest under-used lever in legal recruitment marketing.

# The numbers

## Agencies

<p>ACTIVE AGENCIES</p> <p><b>264</b></p> <p>UK-active legal recruiters</p>	<p>TOP-AGENCY SoV</p> <p><b>74%</b></p> <p>of top-100 consultants</p>	<p>HIGHEST DENSITY</p> <p><b>41%</b></p> <p>QED · 7 of 17 active</p>
<p>BIGGEST BENCH</p> <p><b>209</b></p> <p>Major Lindsey active consultants</p>	<p>AGENCIES WITH NO TOP-100</p> <p><b>212</b></p> <p>of 264 active agencies (80%)</p>	

1. The 27 agencies with five or more consultants account for 74% of every consultant in the UK top 100 – front-of-mind in legal recruitment is overwhelmingly an agency-level effect.
2. With single-desk agencies set aside, the deepest benches lead: Obelisk Legal Support tops the table on the strength of Dana Denis-Smith, but QED owns the standout bench – 7 of its 17 consultants in the top 100 (41% density), the strongest in the market.
3. Volume alone now counts for nothing: big benches with nobody in the top 100 – Morgan Phillips (144 active), LHH (87) and Robert Walters (66) – drop off the table entirely. Career Legal and Jamesons show the opposite: 5 top-100 consultants each, converting a mid-sized bench into real front-of-mind presence.

THE RANKING

# Top 100 consultants

Ranked by power score (likes + 4 × comments), original posts only, 1 June 2025 – 31 May 2026.

#	CONSULTANT	AGENCY	LIKES	COMMENTS	POWER
1	Bin Sparkes	Sparkes Recruitment	9,433	7,904	41,049
2	Dana Denis-Smith OBE	Obelisk Legal Support	21,678	2,798	32,870
3	Joshua Blake	JHB	8,470	1,447	14,258
4	Jack Hayes	H&P Executive Search	8,522	616	10,986
5	Shannon McKechnie	H&P Executive Search	5,736	834	9,072
6	Clara Rose	Clara Rose Consultancy	2,473	1,566	8,737
7	Sarah Ingwersen	Taylor Root	5,601	583	7,933
8	Jeremy Small	Jamesons	5,317	611	7,761
9	David Thomson	Thomson Legal Recruitment Company	5,230	626	7,734
10	Hannah Somers	Chadwick Nott Legal Recruitment	3,697	995	7,677
11	Leah Roberts	QED	4,951	662	7,599
12	Georgia Morgan-Wynne	Taylor Root	5,041	600	7,441
13	Joyce Toeset-Baltus	Taylor Root	4,257	460	6,097
14	James Wilson	Wilson Mannion Recruitment	3,575	568	5,856
15	James Kapadia	Aspiria Legal	2,928	659	5,564
16	Lucy Taylor	Heriot Brown In-House Legal Recruitment	3,113	543	5,285
17	Neil Campbell	QED	2,542	637	5,090
18	Jade Barnes	Ryder Reid Legal	3,198	469	5,074
19	Ellie Marshall	Oculus Legal Group	3,202	452	5,010
20	Alice Winter	William James Recruitment	3,963	261	5,007
21	Ben Karnezos	Heriot Brown In-House Legal Recruitment	2,908	466	4,772
22	Ryan Rand	Career Legal	3,506	258	4,538
23	Amy Fairweather	Career Legal	2,901	353	4,313
24	Jennifer Pike	Jamesons	3,210	228	4,122
25	Vanessa Grey	The Eventus Recruitment Group	3,281	202	4,089
26	Will Cairns	Okapi Legal Recruitment	3,236	196	4,020
27	Karen Glass	Marsden	2,775	279	3,891
28	Greg Whittaker	GWR Legal Recruitment Ltd	2,256	385	3,796
29	Marc Tobias	DMJ Recruitment	2,220	387	3,768
30	Millie Ebbrell	Simpson Judge	2,645	278	3,757
31	Charlie Trinnaman	Career Legal	2,137	399	3,733
32	Denis Simpson	Career Legal	2,244	366	3,708
33	Beth Livings	QED	2,560	280	3,680
34	Simon Campbell	QED	3,104	94	3,480
35	Duane Cormell	Realm Recruit	2,044	357	3,472
36	Amy Hankin	H&P Executive Search	2,528	224	3,424
37	James Wheelhouse	Jamesons	2,119	286	3,263
38	Jaydee Ward	Career Legal	2,307	230	3,227
39	Joe Duran	Oculus Legal Group	2,917	53	3,129
40	Tilly Scott	JMC Legal Recruitment	2,082	252	3,090
41	Rachael Atherton	G2 Legal	1,461	391	3,034
42	Jamie Chinnock	JMC Legal Recruitment	2,115	227	3,023

#	CONSULTANT	AGENCY	LIKES	COMMENTS	POWER
43	Francesca Milton	Montresor Legal	2,523	113	2,975
44	Nikki Newton	Taylor Root	2,367	150	2,967
45	Talia Stern	Larson Maddox	2,207	187	2,955
46	Nathan Peart	Major Lindsey & Africa	2,309	157	2,937
47	Amy Jones	Capio Recruitment	1,937	237	2,885
48	Laura Klass	Jamesons	2,463	101	2,867
49	Chris Mayo	Legal Capital Partners Ltd.	2,276	147	2,864
50	Rory Kramer-Strong	Marsden	1,763	275	2,863
51	Rebecca Healey	G2 Legal	1,602	309	2,840
52	Danny Wiseman	Hudson Banks	1,512	319	2,788
53	Evie Kennett	Ryder Reid Legal	2,233	130	2,753
54	Katie Ostler	Aspiria Legal	1,485	314	2,741
55	James Betteley	Heriot Brown In-House Legal Recruitment	1,900	209	2,736
56	Sarah Dart	Legal Southwest Ltd	773	484	2,709
57	Sean Nicholson	JMC Legal Recruitment	1,036	416	2,700
58	Amanda Chard	Marsden	2,250	108	2,682
59	Ben Holtom	RecQuest	1,793	216	2,660
60	Louisa Klouda	Talent Flow	1,912	177	2,620
61	Amy Watson	The Eventus Recruitment Group	2,221	87	2,569
62	Toby Ryan	QED	1,823	178	2,535
63	Nick Barnes	Montresor Legal	1,219	318	2,491
64	Sarah Beard	Track Legal	1,362	274	2,458
65	Louise Shearing	Larson Maddox	2,014	108	2,446
66	Jen Crowther	QED	1,834	143	2,406
67	Jerry Temko	Major Lindsey & Africa	2,067	82	2,395
68	Jon Pearson	LC Legal	1,603	184	2,342
69	Leanne Byrne	Clayton	1,117	300	2,317
70	Sophie Avery	JMC Legal Recruitment	1,475	209	2,311
71	Sheldon Carlisle	Hays	1,406	201	2,210
72	Samuel Clague	SJP	1,870	84	2,206
73	Dan Wake	Ellis-Wake International	1,768	79	2,084
74	Jade Fry	Ryder Reid Legal	1,434	160	2,074
75	Philip Jennings	Jamesons	1,788	68	2,060
76	Georgie Rylance	Parkway Legal Recruitment	1,291	191	2,055
77	Gurleen Singh	SJP	1,390	154	2,006
78	Rhys Spencer	William James Recruitment	1,291	175	1,991
79	Millie Partington	HST Hiring Group	1,496	122	1,984
80	Bill Szajna-Hopgood	Realm Recruit	1,252	181	1,976
81	Sam Gadsdon	Heriot Brown In-House Legal Recruitment	1,425	124	1,921
82	Joe Waugh	Quantum	1,112	201	1,916
83	Deborah Collier	QED	1,317	144	1,893
84	Rachael Conley	Realm Recruit	1,297	148	1,889
85	Amie Walker	Ryder Reid Legal	1,427	114	1,883
86	Kelly Reid	Realm Recruit	1,091	198	1,883
87	Alejandro Agustín Cano	H&P Executive Search	964	223	1,856
88	Paul Deacon	Deacon	1,532	73	1,824
89	Mike Chapman	Lexello	1,089	183	1,821

#	CONSULTANT	AGENCY	LIKES	COMMENTS	POWER
90	Lucy Wickham	Realm Recruit	1,000	204	1,816
91	Lindsey McCracken	Conekt Legal	1,425	97	1,813
92	Rebecca Barry	Oscott Rowan	961	212	1,809
93	Hannah East	Hays	970	208	1,802
94	Lauren May Green	William James Recruitment	1,570	57	1,798
95	Karen Siddall	Anakin Seal Legal	1,107	169	1,783
96	Andrea Prendergast	Ryder Reid Legal	1,172	149	1,768
97	Louise Kearns	Clayton	605	290	1,765
98	Jason Nottage	Origin Legal	1,196	140	1,761
99	Bhav Halai	MRA Search	1,716	9	1,752
100	Elliott Rogers	Briefed Chambers Recruitment	1,550	49	1,746

## THE RANKING

# Top recruitment agencies

Agencies with five or more consultants, ranked by combined power score. 25 single-desk and boutique agencies are excluded.

#	RECRUITMENT AGENCY	ACTIVE	IN TOP 100	DENSITY	POWER
1	Obelisk Legal Support	17	1	6%	32,870
2	QED	17	7	41%	26,683
3	H&P Executive Search	36	4	11%	25,338
4	Taylor Root	78	4	5%	24,438
5	Jamesons	18	5	28%	20,073
6	Career Legal	41	5	12%	19,519
7	Heriot Brown In-House Legal Recruitment	12	4	33%	14,714
8	Ryder Reid Legal	21	5	24%	13,552
9	JMC Legal Recruitment	12	4	33%	11,124
10	Realm Recruit	15	5	33%	11,036
11	Marsden	48	3	6%	9,436
12	William James Recruitment	27	3	11%	8,796
13	Oculus Legal Group	27	2	7%	8,139
14	Chadwick Nott Legal Recruitment	12	1	8%	7,677
15	The Eventus Recruitment Group	8	2	25%	6,658
16	G2 Legal	47	2	4%	5,874
17	Montresor Legal	18	2	11%	5,466
18	Larson Maddox	102	2	2%	5,401
19	Major Lindsey & Africa	209	2	1%	5,332
20	SJP	18	2	11%	4,212
21	Clayton	14	2	14%	4,082
22	Hays	58	2	3%	4,012
23	Hudson Banks	6	1	17%	2,788
24	Talent Flow	6	1	17%	2,620
25	LC Legal	7	1	14%	2,342
26	Deacon	7	1	14%	1,824
27	MRA Search	51	1	2%	1,752

## METHODOLOGY

Power score = likes + (4 × comments). Original posts only; reposts and group posts excluded. UK-active recruitment consultants and agencies, 1 June 2025 – 31 May 2026. Agencies shown are those with five or more tracked consultants. Source: TBD Marketing.

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