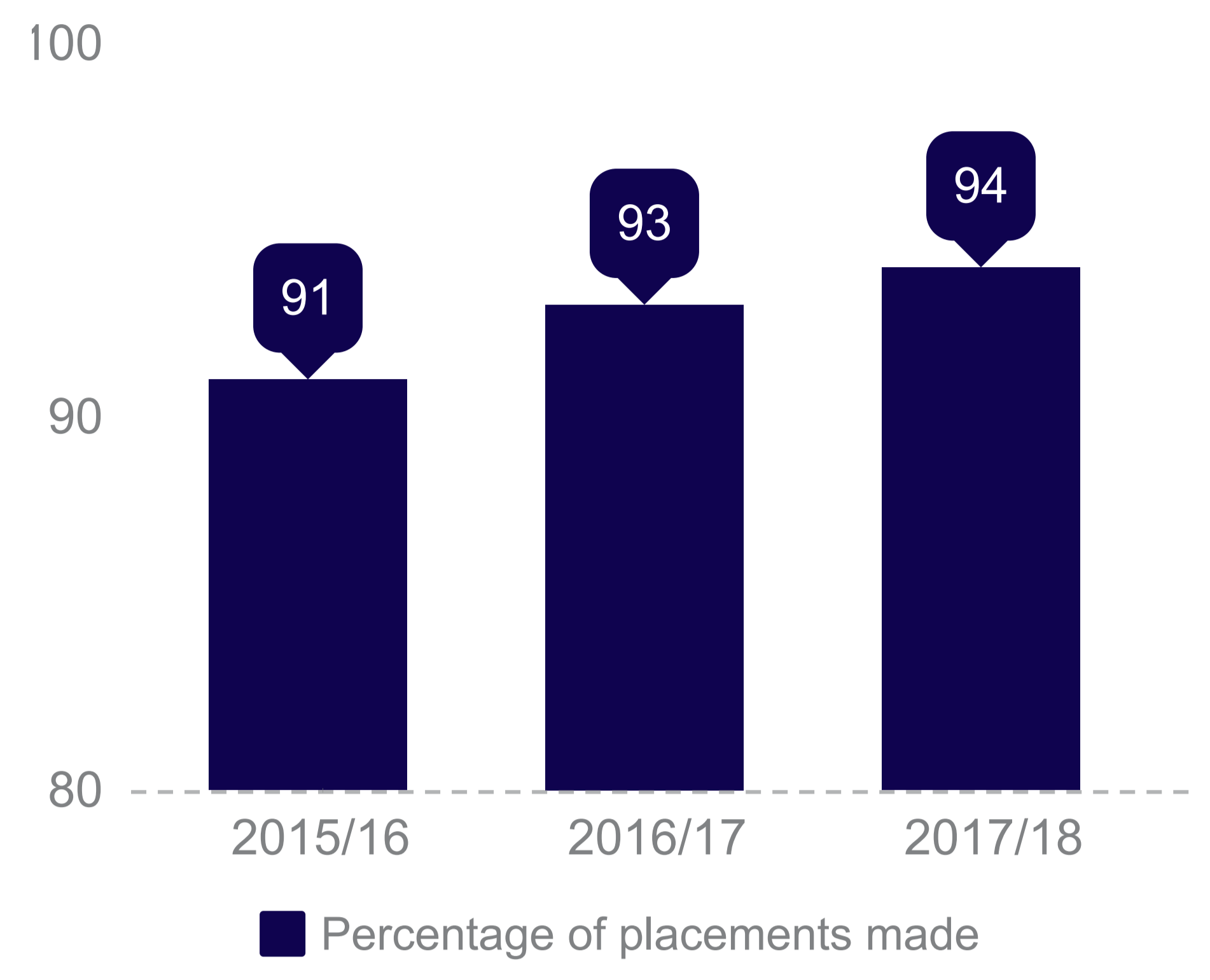


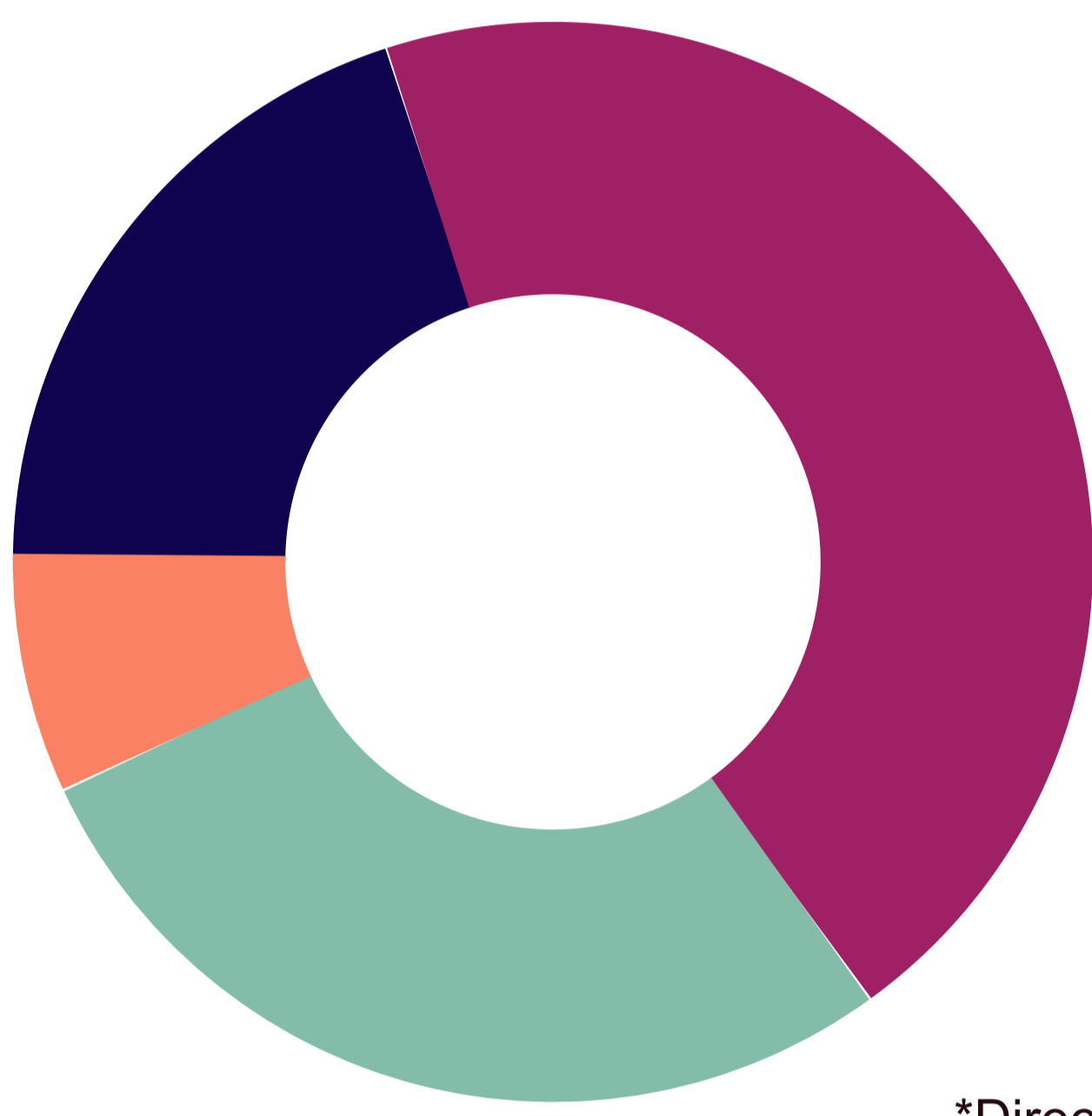
## 1. Number of firms and retained projects we have worked with



## 2. Percentage of retained roles resulting in placement



## 3. The business services leadership roles we place (average taken over three years 2015-2018)



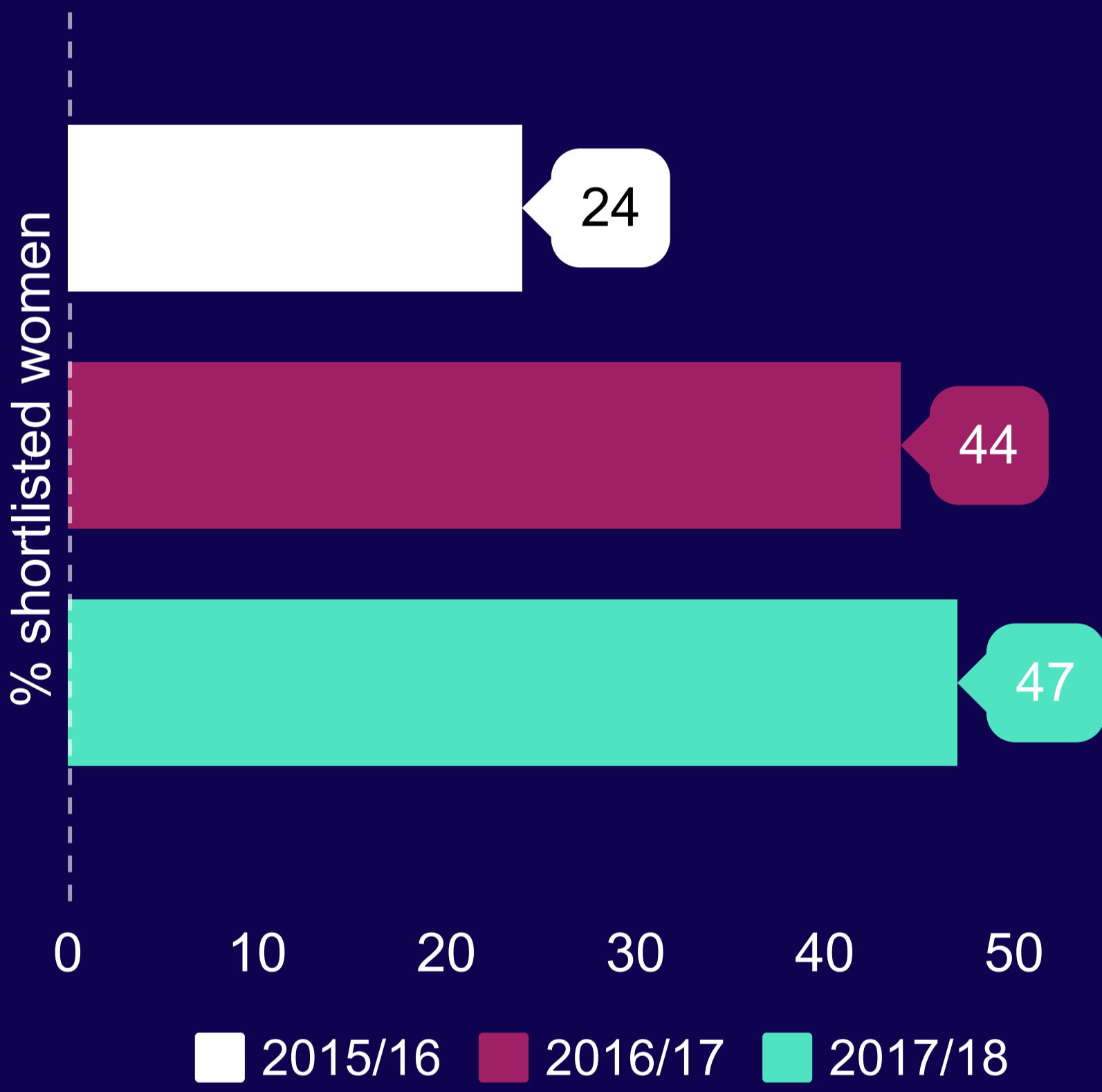
\*Director roles cover all functions including BD & marketing, HR, IT, finance and other new and emerging business services functions in law.

**60%** ▼

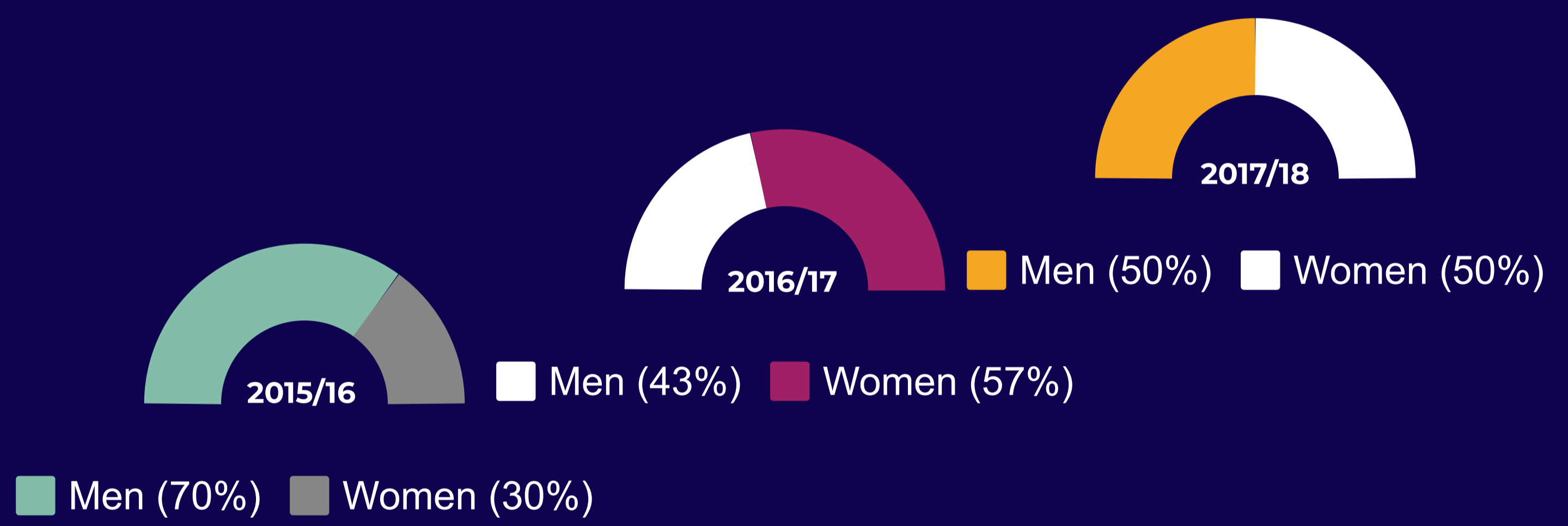
The percentage of candidates with an MBA has more than halved since 2015, from 20% to 8%. But the vast majority have degrees.

■ Leadership (COO/CEO/CFO) (20%) ■ Director\* (45%)  
■ Head of (28%) ■ Other (7%)

## 4. Totum is shortlisting more women candidates



## 5. More women proportionally are now getting placed



## 6. Background of candidates shortlisted (average taken over three years 2015-2018)



**⚖️**

Totum provides an equal balance of legal and non-legal candidates at shortlist stage. But law firms still tend to hire more candidates from a legal background.

## 7. Background of candidates placed (average taken over three years 2015-2018)



**▲ 49%**

Nearly half of shortlisted candidates come from other sectors and more are getting placed: the business services talent pool is broadening.