

LAW & COMPLIANCE

Smart Hiring

From credentials to evidence: structured interviews, short practical cases, and comparable results for law firms, legal departments, and compliance teams.

A CV lists the credentials. A case shows the judgment.

Smart Hiring defines what each legal or compliance role requires and assesses every candidate on the same criteria. AI reads and ranks applications in any language, a virtual recruiter conducts the same structured interview with everyone, and short cases and simulated client conversations show how a candidate handles a client, a risk, or an AI tool. Your partners and general counsel decide on comparable evidence.

-50/60%
RECRUITING AND
ASSESSMENT COSTS

-2/3
HIRING CYCLE
TIME

40+
LANGUAGES FOR
INTERVIEWS AND
CASES

THE PROBLEMS WE SOLVE FOR LAW FIRMS, LEGAL DEPARTMENTS, AND COMPLIANCE TEAMS

01 — CREDENTIALS

Every CV looks the same

Top grades, the same universities, the same internships. Nothing tells you who will handle a difficult client, a deadline, or a risk. Short practical cases built on your own matters show judgment, drafting, and client handling before the offer.

02 — CONSISTENCY

Every partner interviews differently

The outcome depends on who sits in the room, and trainee intakes across practices and offices are hard to compare. A virtual recruiter asks every candidate the same structured questions, and you get documented, comparable results.

03 — AI AND RISK

You need lawyers who can work with AI and own the risk

New hires will review AI drafts from day one. Cases with deliberately flawed AI output, invented authorities, wrong jurisdictions, show whether a candidate checks, challenges, and decides what to sign.

TARGET ROLES

For trainees and associates, in-house counsel, compliance and internal-investigation roles. Online, on site, or in immersive rooms. Complete platform or single modules: AI screening, structured AI interviews, practical cases and simulated client conversations, assessment and development centers. Integrated with your Applicant Tracking System and HR systems.



Four steps. One decision, and it stays yours.

- 01 Define the profile**

With your partners or general counsel we separate legal expertise, work context, and observable behaviors: client handling, risk judgment, drafting, how AI output is checked. Each gets explicit criteria and a weight. The same profile drives screening, interviews, and cases.
- 02 Screen and rank**

AI reads applications in any language, matches them with the profile, and proposes a first ranking on transparent criteria, whether it is a trainee intake with hundreds of applications or a single senior role. Candidates receive invitations, instructions, and outcomes automatically, in your firm's voice.
- 03 Put candidates to work**

A virtual recruiter runs the same structured interview with everyone, remotely and in 40+ languages. Then short cases built on your anonymized matters: a client call with a realistic AI counterpart, a memo with a planted error, an AI-generated draft to review, a negotiation. Judgment, drafting, and communication become observable.
- 04 Compare and decide**

Your team reviews comparable profiles: recordings, case responses with their reasons, scores, and qualitative notes in one dashboard, integrated with your Applicant Tracking System. The human decision is documented. Partners and general counsel keep full visibility.

WHAT YOU GET

Ranked shortlists

On the same criteria for every applicant, in every language.

Case responses

What each candidate decided, and why, ready for partner review.

Behavioral evidence

How they handled the client, the deadline, and the AI draft.

Documented decisions

Scores, notes, and audit trail, in your HR systems.

Start with one role

Choose one open position: a trainee intake, an associate, an in-house or compliance role. Share the job description and your 10 best hires of the last years. We build the profile and the cases, run the first structured campaign, and compare the results with your current process. Then scale what works to the next roles.

PARTNER JUDGMENT STAYS CENTRAL

AI screens, interviews, and documents. Your partners and general counsel see everything and decide. Every ranking and score can be examined, discussed, and overridden.

CONFIDENTIALITY

Cases are built on anonymized matters you choose, and results flow into your own systems. Every candidate gets the same interview and a clear outcome.

LET'S TALK

Book a demo on www.e-real.net or propose a profile for us to select.

CONTACT

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