Best Professional Legal Recruitment Firm 2026

Winner of Best Professional Legal Recruitment Firm for the 4th Consecutive Year!

Located in Calgary, Alberta, Urban Legal Recruitment is a leading executive legal recruitment boutique specializing in matching top legal talent with permanent employment opportunities. Their exclusive client base includes international, national, and regional law firms, as well as oil and gas companies and various private and public organizations across Canada. They are dedicated to finding the perfect candidate for each client, placing a strong emphasis on confidentiality and discretion throughout every search. Their commitment to fostering long-lasting partnerships with both clients and candidates ensures a successful and supportive placement process.

Since its founding in 2005, Urban Legal Recruitment has built a strong reputation for connecting leading legal organizations with exceptional talent. Founded by Stacy Cowan, the Calgary-based firm has become known for its thoughtful, relationship-driven approach to recruitment and its commitment to building long-term partnerships within the legal community.

With more than two decades of experience in legal and executive recruitment, Stacy has developed a strong reputation for her deep understanding of the legal market and her ability to connect exceptional talent with leading organizations. Over the course of her career, she has successfully placed partners, associates, and in-house counsel across Canada as well as internationally in the Cayman Islands, Bermuda, the Middle East, and the United Kingdom.

Stacy is widely known in the legal market for her instinctive ability to match outstanding candidates with the right opportunities. Her thoughtful, consultative approach and commitment to building meaningful relationships have helped Urban Legal Recruitment earn recognition as "Best Professional Legal Recruitment Firm" in the Canadian Business Awards for the last four years in a row!

For Stacy, recruitment is far more than filling vacancies. She views the process as deeply people-focused and sees each placement as an important turning point in someone's professional journey. Guided by empathy, strong communication, and a genuine commitment to personal and professional growth, she works closely with both clients and candidates to ensure opportunities align with long-term goals and values. Under her leadership, Urban Legal Recruitment has become a trusted partner to many of Western Canada's most respected law firms and organizations.

Working alongside Stacy is Shona Tischner, Director of Executive Recruitment & Professional Support at Urban Legal Recruitment, where she specializes in connecting exceptional legal support professionals and executives with leading law firms and organizations.

Shona joined Urban Legal Recruitment in 2018, bringing with her significant experience within the legal industry. Prior to joining the firm, she served as Director of Human Resources and Administration at a global law firm, where she gained valuable insight into how high-performing legal teams operate and what drives success within complex professional environments. This experience provides her with a unique perspective on the structure, culture, and operational needs of modern legal workplaces.

Stacy Cowan, Founder
Partner, Associate and In-House
Legal/Executive Recruitment

Shona Tischner
Director of Professional Recruitment
and Professional Support

With this background, Shona works closely with law firms and organizations across Western Canada to recruit highly skilled legal assistants, paralegals, executive assistants, and other key professionals who play a critical role in the success of legal teams, both within law firms and in-house roles.

Known for her thoughtful, relationship-focused approach, Shona views recruitment as a collaborative process built on trust, communication, and a deep understanding of both the professional goals of candidates and the strategic needs of clients. Her insight into the inner workings of legal organizations allows her to thoughtfully guide both employers and candidates through important career and hiring decisions.

Together, Stacy Cowan and Shona Tischner bring a powerful combination of industry insight, relationship-building, and genuine care for the people they work with. Their complementary backgrounds allow Urban Legal Recruitment to support both clients and candidates with a thoughtful, informed perspective on the evolving legal market. By taking the time to understand the goals, personalities, and aspirations of the people they work with, they continue to create placements that are not only successful, but meaningful.

Urban Legal Recruitment continues to grow as a trusted partner within the legal community, guided by the firm's core principles of trust, connection, and relationships.

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