

Case Study | Legal and Compliance

Top 100 NYS Law Firm

The Search

A large, full-service law firm headquartered in Rochester, NY was seeking an experienced corporate attorney to join their growing team in Buffalo, NY. The firm had significant existing work in the corporate practice area that required servicing by a sophisticated, senior attorney. Ideally, the firm was targeting attorneys at the Senior Associate or Counsel levels.

Our Process

Senior-level attorney searches require a sophisticated search approach. We began by aligning with the firm's corporate practice area, learning about representative clients, the volume of existing work, industry segments, and the specific skill set requirements. After learning about the ideal candidate profile, we took a selective approach to recruiting candidates with the appropriate skill level. We confidentially tapped into our talent network, and quickly identified an attorney at the Counsel level who had a unique blend of in-house and law firm experience. We recognized this skill set would be an ideal match for the client's needs, and after conferring with the candidate, we were able to move forward with the submission immediately. Upon presenting the candidate's materials to the client, they quickly invited him for a first-round interview. After the initial meeting, two additional rounds of interviews were scheduled. Scheduling was slightly delayed, due to conflicting interviewers' schedules, but the process continued to move forward. Following the third round of interviews, and after the practice group partners had an opportunity to de-brief internally, the organization moved forward with an offer. The candidate accepted quickly, and began with the firm after a two-week notice period.

Timing

The search was initiated on January 10, 2018, and the selected candidate was presented on the same day. Interviews took place between January 12 – February 20. The offer was presented on February 27, accepted on February 28. Total length of search: **41 days**.

Proven Results

After hiring our candidate, the firm was able to provide the required corporate services to their existing clientele. With his prior in-house experience, our candidate was able to bring a new, valuable perspective to the practice group, which the firm's clients appreciated. He now assists with counseling clients across several business areas, including corporate formation, restructuring, corporate governance, joint ventures, M&A, and complex commercial transactions – among other areas. He was able to add the broad experience the firm was seeking to complement the team, acting as a go-to corporate counselor for several of the firm's clients.