



ATTORNEY SEARCH

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## Behind the scenes of how the most effective recruiters work

### A. Good Recruiters Do Market Research

Recruiters stay current with all the news. They read articles about the legal market and hiring trends both nationally and in their respective regions. Recruiters are able to determine and predict when a practice area of law is going to pick up or slow down based on the number of positions the law firms are submitting to the recruiters.

### B. How We Know What Candidates to Present to a Specific Firm

We spend a significant amount of time speaking with candidates about their careers. We find out why they are interested in moving, what they are missing in their current practices, what factors are important to them (such as family vs. billable hours), and their long-term plans (partnership vs. part time vs. in-house). We try to do as much due diligence as possible so there are no surprises at the end of the process.

Once a recruiter knows the candidate's needs and wants, then we can match him/her up with the proper firm. We meet with the recruiting manager or hiring partner of the firm. He/She tells us about the culture of the firm and the intangibles that you can't get from a website. We speak to attorneys who have left the firm in order to get the real scoop of what it's like to work there. We talk to practice heads, associates, and paralegals to understand what their likes and dislikes are about the firm. We read articles about the firm and learn which partners and associates are joining and leaving the firm. And lastly, we listen to the gossip around town because for the most part, the information is very accurate. Therefore, once this process is complete, a good recruiter will know which candidates match well with various firms.

### C. How Recruiters Get the Best Candidates

There are a few ways that recruiters get the best candidates. Candidates may be actively looking at different websites for positions and see opportunities that they may be interested in learning about. Therefore, through marketing, advertising, and branding, candidates may submit a resume or pick up the phone and call a specific recruiting company to talk about their listings.

Some of the best candidates come through referrals. Once a company or individual recruiter has established relationships with former candidates or attorneys he/she/it has given advice to, these people start to refer friends and colleagues. Recruiters also meet candidates or referrals through Continuing Legal Education seminars, bar associations, sports clubs, social events, or through other outside interests.

Recruiters get candidates by cold calling them at their existing law firms. Sometimes this is the best way to obtain top candidates for hard-to-fill positions. Recruiters usually cold-call candidates when the position is relatively new and the recruiter has a very good relationship with the law firm. Cold calling is very time consuming and is usually a last resort to obtain good candidates.

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