

State of the Market - 2007 Fall

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Southern California Orange County

By Caroline Lee, Esq., Recruiter, BCG Attorney Search

It's Fall again in Orange County, which means the leaves are changing color and folks are picking out pumpkins at their local pumpkin patch. Law firms are also busy during this time of year, as they actively seek out qualified lateral attorneys. In this State of the Market Report for Orange County, I will be discussing 1) the hot and active practice areas, 2) steady practice areas that are experiencing a continual growth in this market, and 3) slow practice areas that are a bit more difficult to break into during this time period. I hope this report is helpful to you if you are contemplating a lateral firm move to Orange County, in the near future.

Strong Practice Areas:

1. Litigation:

Litigation is currently a booming practice area in Orange County. Although most firms are seeking that coveted 2-5 yr. range associate, other firms are willing to consider both first years and more senior level attorneys for their openings. A majority of the job postings are for positions within general commercial litigation and securities litigation.

Please note that there are a number of available positions for both trial attorneys and insurance coverage associates, although this need is not as great. If litigation candidates are looking to move to Southern California and want a good alternative to Los Angeles, Orange County is a solid option for them. Interested candidates should be aware however, that firms put a strong emphasis on excellent academic credentials and admission into the California State Bar, as the pool of candidates is quite large in this area of law.

2. Corporate:

Transactional attorneys currently have a lot of opportunity in Orange County, at this time. Firms are actively seeking attorneys with merger and acquisition, securities, and finance experience. In addition, experience with '33 and '34 Act Filings is also a requirement for a small number of listings.

Due to the great demand for [corporate attorneys](#) in this market, California Bar Membership is not an absolute requirement for most firms. If candidates have solid experience and a good academic pedigree, many firms will still seriously consider these types of attorneys, even if they don't have the California Bar or do not currently reside in California.

Many of these jobs postings are for attorneys with 2-6 years of experience. Again, due to the large volume of listings in this practice area, many firms will be willing to look at more junior and more senior level candidates, if they retain a stellar background.

3. Patent Prosecution:

Patent prosecutors are heavily sought in most major California markets, and Orange County is no exception. Firms are looking to hire more junior-level associates in the 1-4 year range level, for this particular practice area. Candidates with degrees in electrical engineering, computer science, chemistry, or physics- will likely get the most attention from firms.

If candidates are more senior in their level of experience, these attorneys will generally need to bring a book of business with them to the firm. For all patent candidates, admission into the USPTO is generally a requirement, although being a member of the California Bar is not as important. Furthermore, patent attorneys who are very personable and have stellar communication skills, will also be very well-received by firms located in Orange County.

Steady Practice Areas:

1. Environmental

Environmental law remains a steady practice area in Orange County. Firms tend to want to interview more junior-level attorneys for these openings, but will often consider those associates with up to four years or so of experience. Moreover, a lot of firms ask that any potential associates have both environmental and land use experience.

In relation to those rare candidates with a technical background in environmental issues, those job seekers will have a real "leg up" on the competition. In addition, some firms are also requiring relevant experience in subject matters like CEQA (California Environmental Quality Act)- so candidates with this type of experience should definitely present this type of information prominently on their resumes.

2. Intellectual Property Litigation:

Intellectual Property Litigation remains a growing area of law in this market. Many of the current job postings are for those attorneys that have 5 years of experience or less. That being said, the majority of firms are seeking candidates with at least two years of experience in a law firm setting.

Although a technical degree is not always required for these job openings- candidates with a technical degree are often highly preferred. Examples of marketable technical degrees include those that relate to electrical engineering, computer science, and chemistry.

Slow Practice Areas:

Unfortunately there are a couple areas of law that are extremely slow in Orange County, at the moment. Bankruptcy is one of these areas of law. The few firms that are looking for associates for their bankruptcy practices, are seeking attorneys in the 1-5 year range.

Health care law is another practice that is not resonating a lot of activity in this market. In relation to the few job openings that are available in this field, attorneys with mid-level experience will fare the best. In addition, those with experience working with hospitals, physicians, health care centers, and privacy/security requirements, will also be pretty competitive.

Some additional slow practices in Orange County include trusts and estates, as well as energy law. Attorneys seeking entry in these practice areas, may want to hold off their search temporarily, or be flexible in regards to the size of the targeted firms- if their desired geographic region is limited to Orange County.

By Caroline Lee, Esq., Recruiter, BCG Attorney Search

It's almost time to put on your costumes and go trick or treating, as the end of October is fast approaching. Although firms will see a drop in the number of candidates that are actively looking (as the holidays descend upon us), there are still plenty of job openings available for those qualified candidates looking to find a new law firm position in San Diego. In this State of the Market Report, I will be discussing 1) the hot and active practice areas, 2) steady practice areas that are experiencing a continual growth in this market, and 3) slow practice areas that are a bit more difficult to break into during this time period, within the [San Diego market](#).

Strong Practice Areas:

1. Corporate:

[Corporate attorneys](#) continue to have many choices in this market, as the demand for top-notch transactional talent continues to grow in San Diego. Mid-level attorneys continue to be the experience level that is most highly desired by the majority of firms. Relevant securities, mergers and acquisitions, and technology transactional experience are also very coveted by this market.

Due to the fact that there is such a huge need for great corporate talent in San Diego, firms tend to be more flexible in regards to year level and also in regards to bar membership. If a candidate has stellar experience and is a bit more junior or senior than what the firm is looking for, he/she will often still get a chance to interview at the firm (even without active California Bar Membership).

2. Patent Prosecution:

San Diego is really becoming known for its growing intellectual property market. Within intellectual property law, patent prosecutors are the most aggressively recruited by firms in this region. Most openings require about 2-4 years of experience, but firms will often consider a candidate with only 1 year of experience if his/her technical credentials are excellent.

Firms in this market are also actively trying to find candidates that have backgrounds in the following science fields: engineering (especially electrical engineering), biology, chemistry, physics, and computer science. Although California Bar Membership is usually not a requirement, admission into the USPTO generally is a necessary qualification. Candidates with multiple advanced degrees in their respective technical fields (i.e. PhDs), will generally get the most attention from firms.

Steady Practice Areas:

1. Real Estate:

The demand for real estate attorneys in San Diego has remained somewhat steady. A good number of firms are looking for 3rd or 4th year associates with practical experience in commercial leases and purchase and sale agreements. A handful of firms are also recruiting those attorneys with a background in environmental law.

There also seems to be more firms that are seeking attorneys with experience in financing, usually in respect to lender representation. Thus, although potential real estate candidates will not have as many choices as their corporate counter-parts, there are still some viable openings at reputable firms- for these types of lawyers.

2. Intellectual Property Litigation:

Firms in San Diego are also actively recruiting for [intellectual property litigators](#). Although not all firms require that a candidate have a technical background in order to litigate intellectual property issues, most firms do prefer a candidate with a science/technical degree and background. In San Diego, associates with an

electrical engineering background are very actively recruited.

For all candidates in this practice area, admission into both the USPTO and California Bar are usually requirements for firms. If candidates have a strong technical background, good academic pedigree and significant firm experience, and are not a member of the California Bar- I would still recommend applying for these positions as firms can sometimes be flexible on this point.

Another component that we are seeing more frequently in these types of job listings, is a language requirement or preference. Thus, well-qualified bilingual attorneys will be at an advantage for these types of positions, within the intellectual property realm. In general, the typical experience range a lot of firms are asking for is in the 2-4 year experience level spectrum. Some firms will however consider an attorney with as little as 1 year of experience, if his/her credentials are very strong.

Slow Practice Areas:

Unlike Los Angeles, San Diego is experiencing a substantial slowing in its [litigation attorney recruiting](#). At this time, there is not a great demand for litigators and many San Diego firms are only seeking attorneys who have specialized skill sets (i.e. securities litigation, environmental litigation). For general litigators, the firms that are looking for these types of candidates, are seeking mid-level attorneys who have complex litigation experience and/or significant trial experience.

Another slow area of law in San Diego is trademark and copyright law. There has been a real drop in demand for these types of attorneys. Although San Diego is known for being an up and coming market for intellectual property attorneys- the focus of this market's growth has been on patent attorneys and not trademark/copyright associates.

Los Angeles

By Veronica R. Pawlowski, Esq., Recruiter, BCG Attorney Search

Introduction

The beginning of 2007 was so hot we could hardly keep up with the daily job orders we were receiving from law firms. As the end of the year nears, however, things have significantly cooled down. Los Angeles law firms (both downtown and Westside) are still busy but we are not seeing the tremendous activity we experienced at the beginning of the year.

To some extent, this slow-down is to be expected. Law firm recruiting professionals are just now winding down the busy on-campus interviewing season and the holidays are quickly approaching. This means people are on vacation and associates are waiting for year-end bonuses before making moves. We definitely expect things to pick up a bit after the New Year.

Having said this, the end of the year is often the best time to start a job search. A candidate who is prepared to move quickly benefits from the fact that many candidates are staying put through the end of the year. Conversely, candidates who do not want to move until the end of the year can take advantage of the slower-paced holiday season to prepare a resume, writing sample, and other materials for their job search so that once the time to move comes and the job orders start ramping up, they are ready to go.

Associates in the following practice areas are in demand: corporate, real estate, litigation, labor and employment, and regulatory healthcare. In addition, firms remain committed to growing their Los Angeles and are therefore interested in partners with portable books of business. As a general rule, a partner must bring at least \$500,000.00 in portable business.

Corporate

In 2006 and the early months of 2007, the demand for corporate attorneys was simply overwhelming. As the end of 2007 nears, the need has slowed ever so slightly. Most notably, whereas firms were previously in such a great need that even candidates not barred in California were attractive, we now see more firms specifying that candidates **MUST** be admitted to the California Bar. Of course, exceptions are generally made for candidates with exceptional credentials and/or strong experience from large markets, such as New York.

The specific type of experience firms seek remains the same: mergers and acquisitions, private equity, corporate finance, capital markets, securities, structured finance, venture capital, and/or investment management ('40 Act).

Real Estate

As the demand for [real estate attorneys](#) traditional goes hand-in-hand with market conditions, the need for real estate attorneys has continued to soften a bit. Having said this, it is an excellent time to be looking if you are candidate with strong academic credentials and real estate finance experience in a sophisticated practice. In addition, there is a continuing need for attorneys with commercial leasing, purchase-and-sale, and development experience.

Litigation

Historically, litigation is the practice area that never stops going and this winter is no exception. As always, firms demand top-notch academic credentials from their litigators. In addition, recent job orders are calling for litigators with substantial, hands-on experience including taking and defending depositions, arguing motions in court, and trial experience.

Notably, there remains a strong demand for attorneys with securities litigation experience. In most cases, firms are not necessarily receptive to attorneys who are amenable to transitioning into this practice. Rather, firms seek individuals who have experience in this specific area and are comfortable with the relevant laws (i.e., Sarbanes-Oxley and the Private Securities Litigation Reform Act).

Labor and Employment

There is always a healthy demand for [labor and employment attorneys in California](#). In this practice area, the California Bar is a definite pre-requisite. The continuing demand is for attorneys who have wage and hour and class action experience. A couple of interesting notes about labor and employment: 1) firms are often open to considering attorneys with a business/commercial litigation background who are interested in transitioning to labor and employment and 2) this practice area, more than many others, is found in various settings (i.e., large firms, small firms, and boutiques). Thus, for a highly qualified individual looking for a change, this may be the perfect practice area to consider.

Healthcare

There is a steady demand for top-notch [healthcare attorneys](#) with two to five years of solid experience. This winter, the strongest need is for individuals who have transactional/regulatory experience.

Bankruptcy

For some time now, the need for [bankruptcy attorneys](#) has been quite slow. This winter, we have already started to see bankruptcy come back to life. Current openings are at firms with very sophisticated Chapter 11 practices representing debtors, secured lenders, ad hoc committees and/or official creditors committees. Thus, if you have strong Chapter 11 experience at a well-respected bankruptcy practice and solid academic credentials, you should be able to get interviews and offers.

Conclusion

Even in slower economic times, Los Angeles is a vibrant market and a good option for well-credentialed

attorneys who have 2-5 years of experience in their given field. Similarly, partners with portable books of business will fair well in Los Angeles. The key is to be aligned with a diligent and hard-working recruiter who will work hard to open doors; rather than simply relying on the market conditions. Thus, for all the practice areas mentioned above and other busy areas, such as intellectual property, tax, and environmental, Los Angeles is a great legal market and worthy of consideration for strong candidates.

Northern California Silicon Valley

By Deborah J. Acker, Esq., Managing Director, BCG Attorney Search

We are in the midst of the fall lateral recruiting season. Law firms are evaluating their staffing, now that most of the new first year attorneys have arrived. In addition, both law firms and attorneys are gearing up for possible lateral movement after bonuses are distributed and partnership decision made. The practice areas with the most openings include corporate, employee benefits, labor and employment, IP litigation, patent prosecution, litigation and tax. Listings within these practice groups have been relatively stable in the last six months with the exception of litigation and tax. The demand for litigators and tax attorneys has increased significantly of late.

For all these positions, there is rigorous competition and the major law firms remain selective. In this environment, the successful candidate will usually come from a top tier school, have good grades, and some longevity (2 years) with a big name firm. Firms looking for IP litigators or prosecutors with strong tech backgrounds will often consider just one year of experience at a big firm and/or junior status. Multi-lingual capabilities, especially within the Asian languages, are a definite plus. More than a few major firms are looking for senior attorneys but almost all require a significant book of business. Any of these requirements may be flexible if you have unique strengths in a particular technology, unique litigation experience, or a history of significant longevity with a good firm.

If your credentials are not quite up to these standards, strong local and regional firms continue to seek candidates and will work with "softer" credentials. Not only are we able to help you get interviews at the "smaller and medium-sized" firms, we also can help you strategize your career development in your current position to build a resume that will get you where you want to go.

Try to speak with a recruiter as soon as possible in the fall. Once the holiday season arrives, the pace of hiring decisions slows down significantly.

Corporate

The corporate practice continues to seek top attorneys, most at the junior and mid level. A variety of corporate skills are sought after for both the public and emerging growth sectors. International experience in mergers and acquisitions is a major asset. Securities work, venture capital, private equity and fund experience all will get you in the door. Most positions require 2-5 years of experience. For some firms, just one year and an out of state Bar is sufficient. Even candidates with minimal big firm experience but significant in-house experience are receiving interviews. More than a few major national firms setting up new offices here are looking for lateral partners. Asian language skills are particularly valued in this sector.

BCG has assisted a number of classic "Silicon Valley corporate practices" with their hiring needs in recent months. After each placement, the majority of the firms say, "keep them coming." At this point, there is no end in sight to the hot corporate market.

Smaller firms are also looking for associates with broad experience in corporate governance and business transactions. Solid experience with good longevity will open doors, even without sterling grades and top 20

schools.

California bar admission is a common requirement but not an absolute.

Intellectual Property

Junior and mid-level IP litigators remain one of the most sought after commodities in the Silicon Valley. No changes in the last six months. It is a vibrant market that remains vibrant. Laterals with IP litigation experience in a big firm, appropriate for your level, are nearly always guaranteed an interview. The firms with the big players handling the big cases are looking for associates. A background in electrical engineering, computer science or physics is your ticket to the top firms. Even without a technical background, if you can demonstrate strong litigation skills, experience in IP, and the ability to get up to speed on the technology at issue, you are sought after. A few firms that emphasize trial work are specifically looking for top-notch attorneys with significant time in court. Specific experience in patent litigation is a must for some firms. But, firms are also looking for litigators with experience in "soft IP," trade secrets, trademark, copyright, media, etc.

The demand for patent prosecutors has remained steady. Associates with a physics, EE or computer science background and 1-7 years of experience have a number of opportunities. Firms are begging for you. Other desired backgrounds include mechanical engineering, biotechnology, organic chemistry, biochemistry, pharmaceuticals, chemical engineering, and medical devices. Those in bio fields are usually expected to have a PhD or Masters Degree at the minimum. Registration with the United States Patent and Trademark Office is nearly always a must. A steady demand for patent agents and technical specialists, primarily in the electrical and computer arts, also exists, but they should have some big firm experience with patent law. In the last few weeks, we have seen an increased need in the life sciences and firms that will consider patent agents for these positions.

Junior associate positions in trademark are starting to appear again. Growing trademark practices are accompanying the recovery of the technology sector. Trademark associates with big firm experience should give us a call.

Most of the major national firms in the valley would like to speak with senior IP attorneys with portable business in any IP practice area.

Litigation

After a cooling period, the need for litigators is coming back. National and international firms are looking for litigators with 2-6 years of experience, often requiring top pedigrees, and big law firm experience or a judicial clerkship. The greatest need is in the 2-4 year range. In the Silicon Valley, many firms value IP litigation experience, even if that is not the primary focus of the practice group. Experience with unfair competition, trademarks, and copyright will add value to the resume of any potential Silicon Valley litigator, no matter what their specialty. An increased need for litigators in the areas of securities and white collar crime is a recent change. Openings in general commercial, antitrust, complex class actions, and product liability litigation remain stable. Litigation practices look for associates whose experience is appropriate for their level. If you want to be a top-notch litigator, appropriate professional development for your level and increasing independence is critical for success. A few top firms that emphasize trial work are actively recruiting. Top schools, law review and hands-on experience are a must for these "big firm" positions.

Smaller regional and local firms are also looking for litigators. These positions require "in the trenches" experience and some familiarity with the local legal landscape. Smaller firms are more willing to "think out of the box" when considering schools and academic records. They also will value a resume with mixed litigation practices in more than one area.

Real Estate

The market for real estate attorneys in Silicon Valley is holding its own. The major real estate practices are in San Francisco but unique opportunities arise regularly in Silicon Valley. Firms seek transactional attorneys that can hit the ground running. Opportunities exist in both national and regional firms. Please contact us if you have an interest and fit the profile. For senior people, significant portable business is required. Specifically, expertise in the areas of general transactional work, acquisitions, construction, funding, and commercial leasing is sought.

Employment

The demand for labor and/or employment attorneys at major firms in Silicon Valley is steady. Many of these positions require a combination of transactional and litigation work. International experience is a plus. Most require 2-5 years of experience specifically related to employment matters. The smaller firms also have a need for employment attorneys, but this practice area is often packaged with business transactions expertise or commercial litigation expertise. There are limited but high quality opportunities in the area of ERISA and executive compensation.

Tax

A few large international firms and large firms serving the technology sector recently have posted needs for tax associates at the junior to mid level. Senior associates in tax are also sought by a few top-notch firms. Most firms appreciate (or require) an LL.M. in tax; international experience; big firm experience or time at a major accounting firm; a background in accounting, economics, or finance; and often, the California Bar.

Conclusion

We are in the middle of the fall lateral recruiting season and law firms are speaking to a number of candidates coming from the hot practice areas described above. There will be a brief lull from late November to early January and then, in 2008, the height of the recruitment season will take off with a roar. This is a great time to speak with a BCG recruiter about your professional goals. He or she can submit you to firms while there is still time for consideration this year or help you formulate a sophisticated plan to pursue the inevitable new opportunities that will present in January of 2008.

San Francisco

By Peter L. Smith, Esq., Managing Director, BCG Attorney Search

San Francisco as Sanctuary: The Region's Diversity Buys Fall-out from Questions in the Corporate Market.

Some pundits relate a perceptible slow-down in corporate hiring and the traditional fleshing out in the litigation ranks. As far as the validity of this observation in the Bay Area, I have to say it is more nascent than fully realized, but the following are telling:

1. Firms at all levels are still SEEKING corporate candidates. This is an important point. It belies the fact that the economy is still fundamentally strong, which is to say that there is as-yet-untapped demand for legal services. The drivers here? Globalization, and a relatively stable and functioning global financial and transport/trade infrastructures. As long as these fundamentals stay in play-and they have and will in spite of (or as a result of, depending on your politics) the current "pax Americana" wars
2. Actual "trigger-pulling" has slowed perceptively in terms of corporate hires, however. While the process has continued unabated through the Summer and early Fall, I have noticed that some firms are slower on the draw than they otherwise have been in the past 24 months. The slow-down has been nearly perfectly contemporaneous with the credit debacle. Yet, after Citibank and others wrote off their 10-figure losses, the market rebounded and firms started hiring again.

3. Litigation needs have always been strong, if unremarkable, but there are rumblings about further needs. Standards for interview invitations have relaxed by a small, yet perceptible degree. It is not as bad as it was during early summer where Circuit Court of Appeals clerks could barely get a blink out of the top-tier firms.

4. The main-line "niche" practices are stronger, and ever more so. Labor & employment, real estate, estate planning, ERISA, energy, and even tax are growing. This is the result of the echo-effect of globalization. While the largest firms globally consolidate, those same firms, while unable to eschew the "all things to all people" paradigm, are unable to sustain the relatively depressed rates of these practices. Thus, they are fleeing rather precipitately to well-known boutiques. There are many, many opportunities here.

5. All IP-related practices are of course still untouched by any wobbles in the credit crunch. Even the still faint but perceptible visceral (and inaccurate) prognostications of world-wide recession cannot stop this juggernaut. Intellectual property is the "new" real property, folks. Gotta get some. Trouble is, they keep "making more." Oh yeah, I forgot, that's why it is the legal services side of the house that is so strong!

6. Population trends favor sustained growth in this market. I won't quote you the numbers, but suffice it to say that the Bay Area's population is continuing to grow unchecked. The need for legal talent continues to increase, and the pool of the 'right kind' of candidates continues to shrink as a percentage of the available pool of talent. Thus, these are, and will continue to be, salad days for attorneys. Even better for all of us are the continual seismic threats. That keeps away the merely idle on-lookers and attracts just that many fewer to flesh out the ranks.

The Northwest Seattle

By Peter L. Smith, Esq., Managing Director, BCG Attorney Search

Dull news year in a breathtaking environment:

Seattle continues to draw attorneys; however, attorneys are not drawn there because of the legal market. It must be the rain. In all seriousness, the Northwest in general and Seattle specifically has been in a chronic state of relatively flat growth for quite some time, with no indication of a reversal of fortunes. Thus, while strong candidates can find opportunities, they spend a long time searching. Many candidates come to this market because of the lifestyle in the region, educational opportunities for spouses, and the area's natural beauty. In short, supply outweighs demand. The successful candidates are those that start looking early. Nevertheless, firms continue a steady but low-volume approach to hiring. They are looking for the perfect candidates at the perfect moments. The market is simply not deep enough to allow for any other approach.

Land Use:

Demand for land use attorneys remains strong. Firms are in need of a constant flow of talent to service this niche practice. Furthermore, smaller markets outside the major metropolitan centers of Seattle and Portland may offer opportunities. Firms are aggressively marketing satellite offices devoted to land use in areas such as Bend, OR. Candidates willing to work outside the major markets may have great opportunities to get involved with a growing industry.

Litigation:

Litigation demand seems relatively consistent. Junior- to mid-level associates of a high caliber are finding firms willing to talk. However, be prepared to demonstrate a high level of interest in the particular firm to which you apply. The laid-back style, low levels of turnover, and shallow market mean firms take second and third looks at candidates.

Corporate:

Corporate associates are also getting traction. However, candidates must be prepared for firms to sift very carefully through resumes to find the exact mixes of skills they seek.

Overall, to be successful in this market, candidates need to take the time to articulate with as much specificity as possible what their experience levels are and where their interests and temperaments are leading them. Although this is a market where a top-20 law school education is no guarantee of employment, it is also a market where solid attorneys with the right mixes of skills can practice at the highest levels.

Oregon

By Deborah Acker, Managing Director, BCG Attorney Search

At the risk of sounding like a repeating record (or repeating MP3 player), the Northwest continues to draw attorneys; however, attorneys are not drawn there because of the legal market. The Northwest has been in a chronic state of relatively flat growth for quite some time, with no indication of a reversal of fortunes. Thus, while strong candidates can find opportunities, they spend a long time searching. Many candidates come to this market because of the lifestyle in the region, educational opportunities for spouses, and the area's natural beauty. In short, supply outweighs demand. The successful candidates are those that start looking early. Nevertheless, firms continue a steady but low-volume approach to hiring. They are looking for the perfect candidates at the perfect moments.

New listings in Oregon continue at a sluggish pace, with most of the open positions clumping in a few specific practice areas. Given the size of the market, many of the newly-listed positions in Portland get snagged by the locals who have their ear to the ground. Unless you have incredibly strong credentials and a unique skill set that is sought after, coming into Oregon from out of state without admission to the Oregon Bar may be a challenge. The current listings include:

Corporate:

Demand for [corporate positions](#) has waned but a few open listings with major firms remain. Midlevel associates are sought and your experience must fit what these firms need. They can afford to be picky and will wait until they have a good match. Corporate work in Portland may also include a broader practice that includes a variety of "business" transactions in addition to the standard corporate tasks.

Intellectual Property:

Firms are looking for a few IP patent prosecutors in both the life sciences and electrical/computer arts. The last quarter witnessed a slight increase in demand for patent prosecutors. You need to be registered with the USPTO. Rare openings also come up for IP litigators, IP transactional work, and trademark work. Senior attorneys that have broad skills in these areas are sought after if you have a reasonable book of business.

Litigation:

Litigation demand remains relatively consistent. Junior- to mid-level associates of a high caliber are in demand in a few litigation practice areas. Firms are seeking associates with experience in commercial, construction, business, products liability, personal and catastrophic injury, and labor and employment matters.

Real Estate:

A few additional listings were added this quarter seeking midlevel to senior associates with transactional real estate or land use experience. We also noted an early hint that junior associates in real estate might be more sought after as well. Given the intensity of state statutory issues in this practice area, coming in from out of state can be a major challenge.

Don't rely on only the posted listings for Oregon. The Oregon/[Portland legal job market](#) is based upon relationships, not formalities. Your BCG recruiter knows the firms and can ask the hiring attorneys the right questions in uncovering opportunities for an attractive candidate. Hiring attorneys may be willing to speak to qualified job seekers who appear at the right time regardless of whether the firms have a formally published job listing.

Overall, candidates aiming at a position in Oregon need to be patient and persistent. You also need to be willing to accept a decreased salary scale compared to other major West Coast markets. If you know the practice area and potential firms that might be hiring, do your homework. Find out as much as possible about the specific experiences and the skill set required. Work to gain those bullet points on your resume in your current position. Team up with your recruiter to craft a cover letter that demonstrates your understanding of the region, the practice styles, and the salary scales. Successful candidates in the Oregon market need to show they are serious about their desires for a long term commitment to the location. If you are ready to approach your job transition with these things in mind, you may be eventually rewarded with a balanced lifestyle, a beautiful geographic setting, and a long-term position with colleagues you enjoy.

The Northeast New York

By Carey Bertolet, Esq., Founding Managing Director, BCG Attorney Search

Fall of this year brings more transition in the legal market than we've seen in some time. The credit crunch has changed the landscape of law firm hiring, but the question remains, to what extent? The third quarter of 2007 brought with it some dramatic activity in the credit market, commonly attributed to the proliferation of sub-prime mortgages. With mortgage companies having written a larger spectrum of mortgages, the population of home buyers expanded--which in turn inflated real estate values. Because the sub-prime mortgages were often written with 'teaser' interest rates for the beginning of the loan, many homeowners face default or foreclosure once these teaser rates increase, and they are facing mortgage payments far out of line with what they can afford to pay. Recently, the credit market has stopped writing many sub-prime mortgages, and it is just generally becoming more difficult to borrow money. Many domestic regions are facing record numbers of foreclosure and declining real estate values.

How does this affect the law firm market? In the world of the large corporate oriented firm, the most directly hit are those firms with real estate finance practices; specifically those who handle real estate mortgage securitization work. One of the financial products in the real estate finance world is the bundling of residential mortgage loan and selling them on the market. Law firms may represent issuers, underwriters, or other players in the life cycle of the transaction. Since the credit crunch, however, the value of these products has plummeted, and the market for these products has dwindled.

Thus, there is at least some uncertainty in the real estate finance market. I don't believe that anyone can accurately predict how the economy will react long term to the credit crunch. On the one hand, there are those predicting that the feds will keep the interest rates low to encourage investment and stabilize the real estate market. Others predict that the increase in foreclosures is but the first domino in a series of market indicators on the way to a recession.

We are now knee deep in layoffs rumors, as well. While we haven't heard any convincing evidence of economically driven associate layoffs, there have been a handful of firms that have had staff layoffs or partner de-equitization. I can't say that I'm at all surprised by this, and I think that associates in particular need to understand that when salaries are significantly increased (as they were earlier this year), that the significantly greater expense in salaries will require some downward adjustment on spending or upward adjustment in revenue. Sure, that may mean more pressure to bill more hours. But it also means that law firm managers

take a much closer look at productivity. The results aren't always pretty.

In any event, though, the combination of salaries going up and the recent credit crunch does cast a shadow over the lateral market in general. What long term effect will happen, the short term market is still quite vibrant, although there has been a shift in what practice areas are the most in demand.

The best news is for the litigators, a fairly dormant practice area that is starting to pick up some speed. Conventional wisdom dictates that litigators thrive in a wavering economy, and we've certainly seen an up-tick in the hiring of excellent litigation candidates. White collar and securities litigation specialties seem to be the most attractive right now.

As it concerns the quasi-litigation practices, we haven't seen too much change in demand in either direction. Interestingly, the bankruptcy market is still trying to figure out whether to hire aggressively or lay dormant. It seems that until there is more certainty with respect to whether the economic indicators are going to point up or down, many firms are not focusing on their bankruptcy staffing needs. Employment litigation needs are consistent, and antitrust litigation is also fairly static. (We have seen a slight increase in demand for antitrust lawyers who handle the regulatory aspects of M&A).

For New York, even a faltering market is still an active one of corporate and finance. Many of the corporate practices we work with are still asking for mergers and acquisitions and securities lawyers. There is a great gap at many of these firms for talented fourth and fifth years, which may create some interesting partnership opportunities for the right associate. Investment management and hedge fund practices still actively seek associates, especially at the mid-to-senior level. Among the finance practices, project finance seems to be one of the most interesting. For obvious (and previously stated) reasons, the real estate finance market has really leveled off. We continue to see a healthy need for derivatives and high yield debt and equity practices of every variety thrive.

One of the most active practice areas in terms of lateral hiring of late has been in the tax arena. Certainly, the corporate tax lawyers are necessary for law firms, whether they emphasize M&A, financial products, or hedge funds. International backgrounds are being very specially sought by corporate firms, and we've found that there are a great many opportunities for tax lawyers moving within or to the New York market. ERISA backgrounds continue to be highly marketable. Trusts & estates remains a stable hiring market.

The patent litigation area is not as active this Fall as it had been all year, but we anticipate a great deal of activity starting early next year. We are seeing a return to patent lawyers with strong and specific scientific or technical backgrounds. Intellectual property transactional associates who have licensing and outsourcing backgrounds are strongly in demand, and we anticipate that firms will seek out greater levels of specialization even within this field. There has been a slight increase in the demand for trademark lawyers.

Although time will tell for the hiring market as a whole, the economic conditions as we approach the end of 2007 have really only affected one discrete practice group substantially. There may be some additional chilling effect from the salary hikes and continued trouble in the credit market, but that is still conjecture in what remains an overall vibrant hiring platform.

New Jersey

By Carey Bertolet, Esq., Founding Managing Director, BCG Attorney Search

More than the other regions in the Northeast, New Jersey continues to be dominated by corporate opportunities for associates. Although the corporate groups tend to be less specialized, there are still fairly sophisticated practices looking for associates. A corporate generalist with a broad corporate, mergers & acquisitions and securities background will likely do the best, although finance, private equity and venture

capital groups continue to actively seek out new talent. Despite the market crunch, we have certainly had our clients seeking corporate lawyers.

Although we usually do not see litigation and corporate markets active at the same time, that is exactly what is currently happening in the New Jersey market. We have very recently gotten urgent searches for litigators in the New Jersey market, both in the Princeton area and through Northern New Jersey. Although not as strong, we also continue to see demand for employment litigation and products liability litigation.

One of the areas in which the New Jersey market excels is the representation of life sciences clients and health care providers. Thus, a background and interest in health care (regulatory, transactional and litigation) are marketable in New Jersey. Moreover, intellectual property practices that service the life sciences area do very well in New Jersey, from patent prosecution on the pharmaceutical side to ANDA litigation to transactions on behalf of and involving life sciences clients.

We have not seen the demand for ERISA, but the other tax related practices have a steady demand, both corporate transactional tax as well as trusts & estates.

Some of the larger New Jersey firms have also responded to market pressures to increase salaries, and as such, offer some attractive opportunities for relocation to this stable market.

Connecticut

By Carey Bertolet, Esq., Founding Managing Director, BCG Attorney Search

Intellectual property is by far the most sought after expertise in the Connecticut market. From patent prosecution to litigation to intellectual property transactional work, there are great positions to be had for the science or technology minded. Some of our intellectual property litigation listings, for example, are with extremely family friendly firms that provide a nice middle ground for the intellectual property lawyer who is looking for the sophistication of a litigation practice without the every weekend at work trapping that sometimes come with that in larger markets.

What is interesting right now about the Connecticut market, whether it's Stamford, New Haven, or Hartford, is that virtually every practice area has some level of activity. Other than the intellectual property market, we don't see one practice area dominating the market. Therefore, it's a really viable market for law firm associates almost without respect to practice area. From traditional corporate to hedge fund work to litigation to ERISA, we are seeing an unusually good amount of activity across the board.

Philadelphia

By Carey Bertolet, Esq., Founding Managing Director, BCG Attorney Search

The Philadelphia market has seen a lot of changes this year, not the least of which was an increased in salary for many of the associates at big firms. As with all of the other markets, these increases in salaries may have some effect on associate life, which may become more evident year end. So, associates may see more critical reviews, and it will be interesting to see how hours-dependent the bonuses will be.

In terms of practice, we've seen the intellectual property market thrive in Philadelphia. Although the associate needs tend more towards prosecution than patent litigation, but there are good opportunities across the intellectual property spectrum. While all areas of specialty are in demand, a background in life sciences is particularly desirable. The only area that we haven't seen significant demand is the IP transactional area.

That is somewhat surprising, as many of Philadelphia's top firms have really upped the ante in terms of the sophistication of their corporate transactional practices. The corporate generalist just doesn't cut it in

Philadelphia anymore, as firms are looking for specialties from securities to investment management to mergers & acquisitions. Although they are typically more middle-market deals, the Philadelphia market is beginning looking more and more like a microcosm of the New York corporate market. This should come as good news to any associate looking to transfer into Philadelphia from a big city market or who intends to make Philadelphia a permanent home.

In addition to corporate and intellectual property, we see tax as the next best practice area in terms of marketability in the Philadelphia market. Certainly, those tax practices that support the increasingly sophisticated corporate market will do extremely well. We also see a great deal of opportunity in the ERISA (both planning and deal support) and the trusts and estates areas. Outside of tax, we would note that there are interesting opportunities in employment litigation, litigation, and environmental law.

Boston

By Stephen Seckler, Managing Director, Boston Office, BCG Attorney Search

The arrival of Cooley Godward in Boston has created a reunion for some of the alumni of Testa Hurwitz & Thibault (1973-2005). Partners from the Boston offices of McDermott, Will & Emery, Edwards Angell Palmer & Dodge, Sullivan & Worcester and Goulston & Storrs have reunited to form a branch office of this technology powerhouse. Once again, the wheels of change are in motion in Boston.

At the same time, most of the major firms report that they continue to be busy with corporate deals though deal flow is not quite as robust as it was during the first half of the year. But most firms report that there will continue to be a demand for junior to mid-level corporate laterals. Real estate departments are not quite as busy, though there remains some demand for mid-level real estate associates. IP remains strong.

Starting salaries at just about every major firm are now at , gasp, \$160K and senior associates at many of the largest firms may see pay checks that are well into the 200's.

Overall, lateral hiring continues to be strong in Boston in corporate, real estate and IP (patent prosecution, particularly for EE candidates.) Attorneys with LBO experience or fund formation experience will find many opportunities available at single office Boston based firms, multi-office Boston based firms and branch offices of national firms. Associates with sophisticated M&A experience and securities experience will also find opportunities at larger firms and at branch offices. Venture capital deals are also happening with greater frequency which is again, fueling a heavy demand for corporate associates with deal experience.

Associates with experience in investment management (40 Act, etc.) also continue to be in demand, particularly at some of the branch offices of national firms.

Litigation departments report that they are busy with commercial litigation of all types. But lateral hiring in litigation remains soft. Litigation associates with stellar credentials are in the best position to move into the Boston market.

Many firms are still looking for patent attorneys with top credentials. Lawyers with a background in electrical engineering are particularly in demand; but there are also opportunities for lawyers with backgrounds in the life sciences (particularly associates who have Ph.D. credentials) and in chemistry. Software and biotechnology continue to play an important role in the Massachusetts economy and this is generating significant work for IP boutiques as well as general practice firms that have expanded into patent work.

Firms with good real estate practices are finding it very difficult to hire mid-level real estate associates who have strong finance experience. While the overall number of [opportunities for real estate associates](#) is smaller than the opportunities in corporate, this is a good time to be looking if you have 3 to 5 years of

experience in real estate finance.

Partners in search of a better platform are finding the marketplace to be very receptive. Corporate partners with over \$750,000 in portable billings are in particular demand; but there are many opportunities for partners in other practice areas and some willingness to speak with partners with smaller practices (i.e. where there is good evidence of marketing potential.) This is particularly true at branch offices of national firms that are trying to grow or expand into the Boston market. We have been asked by a number of regional firms to identify partners with 400-600K in originations.

Hiring in the bankruptcy, tax and environmental practice areas remains weak in Boston; though firms looking for high caliber tax associates are finding these candidates very difficult to find.

The Mid-Atlantic Region Washington, DC

*By Dan Binstock, Esq., Managing Director of BCG Attorney Search's
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The big news in Washington, D.C. over the past year has been the rise in salaries to the \$160,000 scale by a number of Washington, D.C.-based firms. Right after some D.C. firms matched the \$160,000, there were immediately mixed responses. Of course, most of the associates were thrilled with these increases, while the partners felt they have no choice but to begrudgingly follow suit so as not to be outdone by competitors.

Now, the D.C. law firm market is somewhat schizophrenic, as observed the Legal Time's Nate Carlile in his October 29, 2007 article, "Hot Hiring, Softer Market." While most firms are hiring lateral attorneys at a high pace and are absorbing the costs of the increased salaries, there is a growing undercurrent about a potential slowdown in legal work. Indeed, this has already hit certain practices that focus on certain aspects of mortgages and the credit market.

So what does this mean in the near future? Given the talk of a potential slowdown, I believe some law firms will feel more comfortable making bonuses lower than anticipated. Some D.C. firms-particularly those who are stretched thin by the new pay scale--will view their salary raises as a "partial front-end bonus" (but they will never admit that) and will likewise feel more justified in paying lower bonuses to help bolster their profits-per-partner figures. For all my friends in law firms, I hope I'm wrong, but it shall be interesting to see what happens....

In addition to money issues, the one additional unique and noteworthy observation in the D.C. market has been the surprising slowdown in litigation (this is discussed below as well). Litigation is usually slower during the fall season, but this year the litigation market has been slower than years past. If you are a litigator looking to move, be patient. There are still numerous positions, but the competition for these positions is even tougher. Because candidates are getting more scrutinized, don't skimp on your writing sample (for some tips, see https://www.bcgsearch.com/newsletter/2005_winter/profile5.html).

In terms of partner movement and practice group movement, it is still at a very frenetic pace. I am also noticing more partners and practice groups interested in moving because the rising billing rates at their existing firms are making it difficult to compete for mid-market clients.

Now let's move on to the practice area report.

Below is an overview of the current [Washington, D.C. region legal market](#), arranged by practice areas in alphabetical order.

As you will see below, we have used the terms Hot, Warm, and Cool to indicate the hiring demand in the area. However, understand that hiring demand alone can be somewhat misleading, since there may be a high demand but also a very large pool of very qualified candidates, which in turn lowers your odds of being able to land a position. Thus, we have also used the terms Large, Medium, and Small to indicate the size of the qualified candidate pool, which gives you an idea of the level of competition for these positions. Therefore, if you are thinking of making a lateral move and the hiring demand is hot in your area but the candidate pool is small, the odds are in your favor.

If you have any questions about your prospects in any of these practice areas, please feel free to contact us directly at 202-955-5585 for a confidential market assessment based on your background.

Antitrust

Hiring Demand: HOT

Candidate Pool Size: MEDIUM

This area remains hot for both litigation and merger-related investigations and counseling. There are a few firms that are looking to recruit solely antitrust litigators, but a larger number of firms are looking for lateral candidates who have experience in both antitrust litigation and merger-related investigations and counseling. For attorneys focusing on merger-related matters, it is no surprise that the current administration at the DOJ is more conservative about blocking mergers.

While there is a high overall demand for strong antitrust candidates, those with experience in HSR (Hart Scott Rodino) filings (and who don't mind working on them) will be in high demand. Right now we are working on several particularly attractive antitrust searches (both litigation and merger-related work) for "jewel" practices. A "jewel" practice is one that is not yet on the tips of everyone's tongues, but is growing quickly and has great attorneys to work with (and is therefore able to attract other solid attorneys). If you want to know about some of these, please give us a call.

Bankruptcy

Hiring Demand: WARM

Candidate Pool: SMALL

This continues to be a slow area, but there are some substantial indicators showing that bankruptcy will increase.

Construction

Hiring Demand: COOL TO WARM

Candidate Pool: SMALL

Even though there are very few active opportunities in this area, if you have relevant experience (such as a background in the construction industry or an architecture degree) and relatively good credentials, you could be quite marketable in D.C. or Northern Virginia.

Corporate/Finance

Hiring Demand: "LESS HOT BUT NOT QUITE WARM"

Candidate Pool: SMALL

Corporate and finance are little "less hot", but there is still strong activity in this area (with the exception of mortgage-backed securitization and lending practices). Again, due to the fact that the corporate market tanked from 2002 to 2004, there is still a shortage of strong mid-level corporate associates, and not too many junior associates as well. The most interesting upswing over the past year has been in the area of project finance, where several of our clients are still desperately searching for junior to mid-level associates (including those with general transactional experience). If you have foreign language skills (especially Spanish), this is even better.

ERISA/Employee Benefits

Hiring Demand: HOT

Candidate Pool: SMALL

As always, ERISA and employee benefits are a highly specialized and in-demand area right now with a number of firms seeking associates. If you have relevant experience and good credentials, you will have several very good firms to choose from and little competition from other interviewers.

Employment/Labor Law

Hiring Demand: WARM

Candidate Pool: MEDIUM

While the employment/labor market in general has seemed to slow down at large firms, we have still received several very good searches (at strong general practice firms) over the past 6 months. Some of these searches are to replace departing associates, but some are the result of increases in work. Thus, we have upgraded the hiring demand from "cool" to "warm."

Energy

Hiring Demand: HOT

Candidate Pool: SMALL

If you have experience (regulatory or litigation), there are still numerous firms looking to hire junior to mid-level associates, particularly those with FERC experience. Also, several firms have expressed that they are open to considering attorneys with corporate or litigation backgrounds who are interested in transitioning into this area. Candidates with prior work experience in energy-related fields will have a substantial advantage, even if their grades are not as high as the firm's usual cutoff.

Environmental

Hiring Demand: WARM

Candidate Pool: MEDIUM

We have seen a growth in the number of environmental positions over the past 6 months, but it's worth pointing out that these positions are quite competitive. We have some litigation-focused environmental positions, as well as some hybrid positions that involve environmental litigation, enforcement, as well as handling the environmental aspects of large transactions.

Food and Drug, FDA

Hiring Demand: HOT

Candidate Pool: SMALL

Again, this constitutes a very in-demand and specialized area. If you are coming from the FDA and have experience with pre-market and post-market regulatory requirements for the pharmaceutical and medical device industries, you are likely going to have several offers from which to choose.

Government Contracts

Hiring Demand: WARM

Candidate Pool: MEDIUM/SMALL

This area remains "warm" since there simply are not as many active searches as there were last year at this time. However, if you have experience from a larger firm, there are still a number of firms who are passively keeping an eye out for-and giving offers to-strong candidates.

Health Care

Hiring Demand: HOT

Candidate Pool: SMALL

This area has remained hot, especially for those with experience in Medicare and Medicaid, fraud and

abuse, regulatory and compliance matters, and reimbursement issues. If you are practicing health care law in another city and wish to relocate to D.C., it is best to highlight any regulatory experience you have gained.

Insurance Coverage

Hiring Demand: WARM/HOT

Candidate Pool: SMALL

As always, there is an ongoing specialized need for litigators with insurance coverage experience or those who are willing to transition into this area from general litigation.

Intellectual Property, Patent Law

Hiring Demand:

For Electrical Engineering/Computer Science: HOT

For Mechanical Engineering: WARM

For Biology/Chemistry: WARM

Candidate Pool:

For Electrical Engineering/Computer Science: SMALL

For Mechanical Engineering: MEDIUM

For Biology/Chemistry: MEDIUM

The state of the market is essentially the same in this area. We are continuing to see a widening gap between the demand for electrical engineering- or computer science-degreed patent attorneys vs. those with degrees in life sciences (biology and chemistry). We are still receiving calls from law firms pleading for electrical engineering- or computer science-degreed patent attorneys, while our biology and chemistry patent attorneys are finding it much more challenging to get interviews. This is an especially difficult market for those without advanced degrees or substantial litigation experience. The above information applies to both patent prosecution and litigation, with one exception: Firms focusing on hiring patent litigators with electrical engineering or computer science degrees are open to considering patent litigators with degrees in mechanical engineering.

Intellectual Property, Trademark and Copyright Law

Hiring Demand: WARM

Candidate Pool: MEDIUM/SMALL

We have had a number of active trademark searches over the past 6 months, which reflects more activity in this area. Overall, while trademark prosecution is valued, trademark litigation experience seems to be a bit more in demand since it is generally more profitable than trademark prosecution. If you are a Trademark Examiner at the USPTO, try to gain as much TTAB experience as possible.

For those of you who are interested in practicing exclusively copyright law in a D.C. firm, the market is virtually nonexistent; and you would be better off either focusing on trademark law or moving to a market where this field is more active, such as New York or Los Angeles.

International Trade

Hiring Demand: WARM

Candidate Pool: MEDIUM

The lateral market for international trade is continuing to slow on the whole, which is the result of fewer filings (anti-dumping and countervailing duty cases) at the ITC. We are still working on several active international trade searches, but export control/compliance seems to be a growing area. This is due to several factors: (1) it is an area in which more firms are going to be focusing due to the decrease in anti-dumping and countervailing duty cases, (2) the growing scrutiny in exporting technologies that could threaten national security, and (3) new proposed regulations to increase export control.

Litigation

Hiring Demand: WARM

Candidate Pool: LARGE

Litigation has slowed down over the past 6 months. While sometimes I think the decrease in position is due to the tremendous candidate pool for litigators in D.C., I think firms are experiencing less litigation work on the whole (which I hear from numerous sources). Thus, firms can afford to be selective and are very selective for these positions.

If you are a junior litigation associate and are interested in making a move, unless you have stellar credentials and experience, you may have a better chance if you wait until early-2008. During the summer and fall, larger firms are generally less focused on lateral junior litigation hiring since they have to keep the summer associates busy with projects. And when the fall starts, the firms are focused on making sure the first-year litigation associates are busy. Thus, the best times to look for lateral litigation positions are during the winter and spring. That being said, we still do have several searches for junior litigators if you need to switch firms more imminently.

Real Estate

Hiring Demand: WARM

Candidate Pool: SMALL

We have seen a slight slowdown in [real estate positions](#), which is due to the downturn in the real estate market on the whole. However, a number of the larger real estate practices still have active needs in real estate financing, leasing, and real estate acquisitions.

Tax

Hiring Demand: HOT

Candidate Pool: MEDIUM

There is a continuing demand for tax attorneys with strong academic credentials who have either transactional or litigation experience. We also have several searches for international tax attorneys with cross-border experience.

Telecommunications

Hiring Demand: WARM

Candidate Pool: MEDIUM

Telecommunications is keeping steady. Almost all of the firms are looking for associates with two to five years of relevant experience (e.g., wireless and common carrier issues, wireline, VOIP, satellite, etc.). Candidates from the FCC and candidates with a mix of transactional and litigation experience are experiencing the most success.

The Southeast

Overall, we continue to see an increase in activity for M&A, Finance, Real Estate, and Patent/IP associates. Unfortunately, litigation, labor and employment, and bankruptcy are all still slow, but we expect these practice areas to pick up at the beginning of 2008.

Atlanta

By Raffaele Murdocca, Esq., Managing Director, BCG Attorney Search

CORPORATE is Busy - We have so many positions ranging from small to mid-sized to large firms for all Corporate Transactional Positions. If you are a class of 2004 or older with any experience in M&A, Securities, Capital Markets, or Private Placement work, we can find the right fit for what you are looking for in a firm.

Finance - We have several positions for associates with at least 1 year of finance experience. Real Estate

Finance, Mortgage-Backed Securities, Bank Lending, & Bond work are all very busy.

IP is HOT - IP is very busy in Atlanta. We have several patent prosecution position for those with an EE & ME background. We are also seeing an increase in positions in IP litigation (2 - 6 years of experience). We even have a few Trademark positions!

Commercial Real Estate - Firms in Atlanta are still looking for associates with 2 to 5 years of experience in this practice area. Firms are looking for experience with acquisition & disposition of property, leasing, or lending work.

Litigation is still slow - We believe this will turn around at the beginning of 2008. It seems like the market is flooded with great commercial litigation and product liability candidates and very limited positions. However, we still have opportunities in commercial litigation, just not as many as usual. If you are specialized in construction or reinsurance we have several opportunities for you.

Labor and Employment is still slow. We have a limited amount of opportunities in this practice area.

Bankruptcy is slow, but turning around. We are seeing a few openings for bankruptcy associates. We believe firms are beefing up their practices for an upswing in bankruptcy filings. Last year bankruptcy filings were down 70%, so this practice area is sure to turn around soon.

Charlotte

By Raffaele Murdocca, Esq., Managing Director, BCG Attorney Search

Banking, Lending, Structured Finance, Asset Securitization, & Capital Markets all continue to be the busiest practice areas in this market. In most cases, the associate pay & bonus structure is MUCH MORE than all the other markets in the Southeast, while the cost of living is still less than larger markets. We have a number of positions in all of these areas of practice with top firms. Even if you have less than 1 year of experience, we can find the right fit for you.

Real Estate continues to be a great practice area in Charlotte - We have many positions in commercial real estate with great firms. You will have a work/life balance and get paid at the top of the market. The real estate market continues to thrive here. As the city continues to develop, we will see more and more positions.

Corporate M&A - We have a number of Corporate M&A & Securities associates with at least 1 year of experience.

ERISA/Employee Benefits - We still have a few ERISA/Employee Benefits positions with our top clients. They are looking for associates with at least 2 years of the experience.

Tax has picked up - We have a few positions and expect a few more to open up. If you have a tax background with 2-15 years of experience, we have opportunities for you.

Raleigh

By Raffaele Murdocca, Esq., Managing Director, BCG Attorney Search

Real Estate is Hot in Raleigh - We have an number of real estate position in the Raleigh/RTP market. We have real estate litigation positions and real estate transactional positions. We expect these positions to be filled by the end of the 2007. If interested, you should call us soon.

Corporate - Corporate M&A has picked up in the Raleigh market. If you have 2 -5 years of experience we

have several positions available.

Life Science - Partners or associates with a background in this area are encouraged to give us a call. We know several firms who would be interested in continuing to develop this practice.

Employee Benefits/ERISA - This area is very busy right now. We believe it will continue for the next several months. We predict a few tax positions in the near future.

Miami & South Florida

By Raffaele Murdocca, Esq., Managing Director, BCG Attorney Search

Corporate M&A - We have several positions with mid-sized and large firms looking for top corporate M&A associates. We expect this trend to continue for the next few months.

Real Estate - Things are finally starting to cool off for real estate associates in South Florida. However, we still have some positions. Firms are looking for candidates with acquisition & disposition of property, leasing, and lending work. We have several firms who are also looking for associates with condo/homeowner experience. Our clients are looking for associates with at least 2 years of experience.

Litigation - Things are starting to pick up for litigation associates in South Florida. However, firms are still focused on candidates who already are signed up or a member of the Florida bar. Most firms are looking for associates with at least 3 years of experience.

Trust & Estates - We are seeing a few needs for T&E attorneys with at least 3 years of experience. We expect this trend to continue, especially with so many baby boomers moving to Florida. Our clients prefer attorneys with an LL.M. in tax or estate planning.

Environmental - This area has picked up over the last 6 months. We have a number of needs in this area of law.

Orlando & Tampa

By Raffaele Murdocca, Esq., Managing Director, BCG Attorney Search

Corporate - Corporate is pretty hot in central and north Florida. If you have 2+ years of experience, you should consider a move today.

Real Estate - Is starting to cool off, although we still have positions, just not as many as a year ago. We believe that things will still this way for a while, especially considering the dip in the housing market. Our clients are also looking for attorneys with land use experience.

Litigation - Is starting to pick up in Central Florida. You still must have great experience and good credentials and the Florida Bar.

Tallahassee

By Raffaele Murdocca, Esq., Managing Director, BCG Attorney Search

Environmental - We have several environmental opportunities. We believe this area will remain hot for the next several months.

Nashville

By Raffaele Murdocca, Esq., Managing Director, BCG Attorney Search

Most firms in Nashville are looking for Corporate M&A associates and Commercial Real Estate associates.

South Carolina

By Jenny Van Veen, Senior Recruiter, BCG Attorney Search

South Carolina is going to see increased competition from the larger cities that made the jump during the last round of salary increases. Like smaller, regional firms within the larger markets, they will not be able to compete. Firms are not apologizing; however, as they continue to offer lifestyle differences while paying salaries that are significant within their own market. With that, they offer sophisticated work from large clients, national and international. It's still extremely slow in all areas of litigation, but there are needs in general corporate, banking and real estate. Firms continue to have an eye towards growth and welcome partners with portable business. In addition, we believe firms in other markets will continue to open offices in larger South Carolina cities such as Columbia, Greenville and Charleston. Firms are waiting to receive resumes of quality candidates that are anxious to make a fresh start in 2008 and are making plans accordingly. Experience from large, sophisticated markets is welcomed, but it's not easy. Firms are looking for language skills and they have high academic standards. Anyone interested in eventually making this transition should go ahead and sign up for the February bar, as the state does not allow for admission on motion.

The Southwest Texas

By Suzanne Dupree Howe, Esq., Managing Director, BCG Attorney Search

As the beautiful fall weather (finally) sets in, we are seeing an increase in lateral hirings. It is a terrific time to consider a lateral move because recruiting coordinators have now completed their fall on-campus recruiting and have more time to attend to their lateral needs. Transactional candidates in particular are heavily sought right now in all major Texas legal markets. Candidates with Mergers & Acquisitions, Securities, Corporate Finance, Tax, Energy and Real Estate experience will find the Texas market noticeably receptive to their resumes. Out-of-state candidates with good credentials will find the Texas firms welcoming, and the lack of Texas bar membership is almost never an issue.

Corporate

Corporate attorneys continue to be sought in both Houston and Dallas. Law firms tend to like to see a strong mix of both Mergers & Acquisitions and Securities, but private equity experience is also highly in demand. Law firms will even consider junior corporate candidates and will look at attorneys with at least one solid year of transactional experience, however they greatly prefer candidates with 2-6 years of experience.

Project Finance

Attorneys with project finance experience are heavily sought in Houston right now. Many of the larger firms in Houston are finding themselves overwhelmed by the abundance of clients needing attorneys capable of providing this niche practice area. Houston firms are willing to look at all levels of candidates with project finance experience, including "of counsel." But as always, a book of business makes a candidate more attractive.

Energy

Many Houston firms continue to need candidates with upstream and downstream oil and gas experience. Candidates with experience in acquisitions and divestitures of energy assets will find a solid market here. Energy litigation, on the other hand, is much less in demand.

Tax

Tax associates are very much in demand in Texas due to the strong economic climate the state enjoys.

Candidates with an LL.M from top programs are most valuable to the firms. Candidates in consulting positions with the national accounting firms have recently made easy transitions into the tax departments of major law firms and are in demand, especially if they have experience in areas like ERISA, employee benefits, and international tax.

Real Estate

Real Estate attorneys are mostly in demand in Dallas with some need in the Austin market. While many major U.S. markets have seen a marked slow-down in real estate work, the Dallas market remains strong. And the Austin market is suddenly looking stronger. Those with finance experience may have an easier time looking to make a transition. Real estate attorneys may have a more difficult time in Houston, but there are a few groups still looking.

Litigation

Litigation remains remarkably slow in Texas, due to tort reform as well as a nationwide slowdown in commercial filings. Several small to mid-sized firms have sought attorneys in this area recently, but litigation positions with large firms in Texas are few and far between. Lay-offs and firm closures abound in the toxic tort realm. Even litigation candidates with high grades and top tier law schools may experience frustration and difficulty in making a lateral move. Those with commercial litigation experience may have an easier time, as this is more in demand. However, Securities and Bankruptcy positions are difficult to come by, as is typical of the litigation market nationwide.

Intellectual Property

With the explosion of patent cases being filed in the Eastern District of Texas, the need for **intellectual property litigation** associates in Dallas continues to increase. These associates are also in demand in the Austin and Houston markets. Strong firm experience and a technical background (particularly EE's) make litigation candidates that much more attractive to a firm when they are conducting their initial candidate evaluation.

Patent prosecution attorneys remain in demand state-wide in Texas. However, these attorneys are in much greater demand in Dallas and Austin, where a great deal of the state's technology companies are based. Particularly attractive to firms are those attorneys with a background in Electrical Engineering, Chemical Engineering, Physics or Computer Science.

Partners

As always, partners with a portable book of business are sought at many firms in the major metropolitan markets in Texas. BCG is the leader in partner placements nationwide, and we can make that transition very smooth for you. If you are interested in confidentially discussing in any of these opportunities, please contact us at 713-270-1199.

Phoenix

By Gloria Noh Cannon, Esq., Managing Director, BCG Attorney Search

Phoenix remains a competitive market for lateral associates where firms seek candidates with outstanding academic credentials and sophisticated experience gained at well-respected law firms. In addition, when it comes to candidates who are relocating to Phoenix, firms look for candidates who are committed to making a permanent move to Phoenix. For this reason, admission to the Arizona Bar and having ties to the region are extremely helpful to a relocation candidate's job search.

The hottest practice areas in Phoenix remain corporate and real estate. There are also opportunities for attorneys specializing in litigation, labor and employment, and intellectual property law.

Real Estate

The demand for [real estate attorneys](#) remains strong with several openings for attorneys who have experience in commercial real estate matters, including purchase and sale agreements, commercial leasing, and development.

In addition, there is a definite rising need for real estate attorneys with sophisticated finance experience, including lending experience.

Corporate

There are several firms looking for [corporate attorneys](#) with two to six years of solid experience in securities, mergers and acquisitions, and general corporate matters. These firms require outstanding academic credentials and experience at a firm with a well-respected corporate practice. In addition, while firms are looking for corporate generalists, the quality of the candidate's experience must be top-notch.

Litigation

There are several [openings for litigation associates](#) with at least two years of experience and training at a solid law firm. Excellent academic credentials and membership to the Arizona bar are essential.

Intellectual Property - Litigation/Patent Prosecution

Firms continue to need well-qualified for patent litigators and patent prosecutors with strong technical or scientific backgrounds in electrical, mechanical or chemical engineering, or computer science. In addition, candidates who are already registered with the USPTO (or qualified to take the patent bar) are generally preferred.

Utah

By Laura Scotellaro Rusche, Recruiter, BCG Attorney Search

While attractive to many attorneys, Utah can be a tough market for out-of-state individuals to break into. Attorneys with ties to Utah or significant reasons for relocating to the area are likely to have more success than those without such ties. Firms are looking for attorneys that plan to remain in the area long-term.

Corporate:

The demand for junior- to mid-level transactional associates continues to increase, especially for those with experience in general corporate, M&A, securities, commercial lending and banking law. Firms generally look for excellent academics and strong experience, and although the Utah bar is not generally required, it is strongly preferred.

Real Estate:

There remains a demand for real estate attorneys in Salt Lake City based, in large part, on the increase in real estate development in Salt Lake City. Firms are looking for candidates with solid real estate experience.

Litigation:

Utah continues to be a tough market for litigators. We are not seeing a need for litigators at the same level as corporate attorneys and other transactional practices. While this has made it more difficult to place litigators in the Utah market, some firms are still interested in litigators with top academics and experience, regardless of their needs. Moreover, we are somewhat optimistic that firms will have an increase need for litigators come the first of the year.

Intellectual Property:

Intellectual property practice in Utah remains steady. Patent prosecution attorneys and technology licensing attorneys are in demand, as are associates with technical degrees in electrical engineering, computer

science, and biotech. Most firms require admittance to the USPTO.

Tax:

We are seeing a slight increase for tax attorneys in Utah. Firms generally look for candidates with expertise in both corporate and partnership transactions.

Las Vegas

By Veronica Pawlowski, Esq., Recruiter, BCG Attorney Search

With steady population growth and continuing development, Las Vegas is often listed among other growing cities as having one of the best overall job markets in the country. For the legal industry, this is definitely true. And, the nice thing about Las Vegas is that it has a healthy blend of small to large firms and therefore offers opportunities for attorneys with all types of backgrounds. One thing to note, however, is that while there are plenty of jobs out there, the competition is pretty fierce. While it used to be that candidates could secure many interviews in Las Vegas, recent trends show law firms becoming much more selective in terms of the candidates they interview and hire. Thus, candidates should ensure that all materials submitted to a law firm on their behalf adequately set forth the candidate's qualifications and experience.

Litigation

Litigation is one of Las Vegas' most steady practice areas and we continue to expect a healthy demand for litigation attorneys this winter. Without a doubt, the busiest litigation practice in Las Vegas is construction defect. There is also a steady demand for litigators with general commercial litigation backgrounds. In the Las Vegas litigation market, candidates fare best when they exemplify that they will be able to assume immediate responsibility for their cases. This means that candidates should have experience writing substantive motions and taking and defending depositions. Also, whereas Las Vegas firms used to be extremely flexible in terms of Nevada Bar admissions, this is no longer true (with few exceptions). Thus, candidates should either already be members of the bar or, at the very least, registered for the next available exam.

Intellectual Property

There is a somewhat surprising demand for intellectual property attorneys this winter. While intellectual property law has always had its place in the Las Vegas market (due to the representation of gaming clients), the currently rising demand is noteworthy. Attorneys are expected to have transactional IP experience and a scientific background is definitely a strong plus.

Real Estate/Finance

Continuing on into this quarter, Las Vegas remains a great market for real estate attorneys with transactional experience that includes purchase and sale transactions, commercial leasing, title and survey review, and land development. Within this particular practice area, opportunities exist for attorneys at all levels.

Corporate/Business

Las Vegas is a great market for transactional attorneys because many firms have very broad transactional practices that include corporate work, such as securities and M&A, as well as general business and finance work. It is also worth noting that for many law firms; even their corporate work is tied into their real estate-based clients. Thus, an attorney searching for the opportunity to engage in a broad transactional practice should have great success in finding such opportunities in Las Vegas.

Overall, the Las Vegas market remains a very promising and busy market for lateral candidates. One thing to note about this particular market, however, is that while there is a steady demand for candidates in almost all practice areas, firms are definitely searching for well-credentialed attorneys with excellent experience in their given area of specialty. Similarly, though firms expect a fair number of candidates to be relocation

candidates, there is an increasing expectation that candidates will either already be admitted to the Nevada Bar or prepared to sit for the next available examination.

The Midwest

Despite obvious uncertainty in the market largely brought about by the housing correction nationwide, law firms in the Midwest have continued to expand by adding to their associate and partner ranks during the third quarter 2007. As we move into the last quarter of 2007 and look forward to 2008, we are encouraged by the lateral hiring taking place in the most sophisticated practices nationwide, and more particularly in law firms across the Midwest.

Chicago

By Jamie Bailey, Managing Director, BCG Attorney Search

General Corporate; Private Equity; Finance; Mergers and Acquisitions; Securities; Fund Formation; Structured Finance and Securitization

We continue to seek highly qualified transactional attorneys with anywhere from 1-6 years of experience in a number of high demand areas, including mergers and acquisitions, securities, general corporate and private equity. We also have a few openings at the senior associate/junior partner level for attorneys with not only strong M&A and securities experience, but also significant exposure to joint venture transactions, as well as corporate counseling. Firms have also requested resumes of associates with 3-6 years of experience in finance and banking transactions, 6-10 years of experience in secured lending transactions and 2-5 years in structured finance and securitization.

Similar to last quarter, firms are also seeking attorneys with 1-4 years of experience in fairly specialized areas such as fund formation, investment management services (including the Investment Company Act of 1940, Investment Advisors Act of 1940 and the Securities Act of 1933) and hedge fund transactions.

Intellectual Property and Information Technology -- Patent Prosecution; Technology; Outsourcing; Compliance/Regulatory

We continue to receive requests for associates with 1-4 years of experience in e-discovery and familiarity with IT systems, outsourcing, compliance and regulatory transactions. In addition, we have firms seeking attorneys with 2-6 years of experience in information technology, software licensing and outsourcing transactions with undergraduate degrees in computer science.

Requests for intellectual property litigators have somewhat declined, but firms are seeking patent prosecutors with anywhere from 2-6 years of experience. Most firms are requesting that candidates have technical degrees in one or more of the following areas: electrical engineering, mechanical engineering, computer science, biochemistry, organic chemistry, immunology, pharmacology, molecular biology and chemical engineering. As always, Ph.D.'s are highly sought after and USPTO admission is preferred.

Real Estate -- Finance; Leasing; Acquisitions and Dispositions; Construction

There continues to be a strong need for talented real estate associates in Chicago. Typical openings are for attorneys with commercial real estate experience who have anywhere from 2-6 years of experience in finance, lending, acquisitions and dispositions, leasing, construction and/or zoning matters.

Litigation

Although we continue to receive requests for litigators, firms are being extremely selective and particular about the litigation skills they require. We have great opportunities at top tier general practice firms, as well as sophisticated boutiques. Firms are seeking candidates with 2-6 years of experience and strong

deposition, discovery and motion practice. Excellent academics are required and admission to the Illinois Bar is generally preferred.

Health Care - Transactional and Litigation

Firms continue to seek qualified health care associates with 2-3 years of experience in health care transactional matters. In particular, we would like to speak with candidates with exposure to health care fraud and abuse, mergers and acquisitions and joint ventures, as well as HIPAA, health information technology and Medicare private plan regulation. Attorneys with 3+ years of experience who have had exposure to health care compliance matters, including internal investigations, defense of whistle-blower actions and legal and regulatory analysis of proposed and existing activities and relationships should get in touch with us in connection with health care litigation opportunities. Advanced degrees in health care are highly valued and Illinois Bar admission is preferred.

Employee Benefits -- Executive Compensation; Qualified and Non-Qualified Plans; Welfare Plans

We are seeking employee benefits attorneys with 1-6 years of experience in executive compensation, qualified retirement plans, health and welfare benefit plans and regulatory compliance matters. We would also like to speak with associate with exposure to non-qualified deferred compensation plans.

Tax - Transactional; Tax Controversy; Public Finance; REITs

Firms continue to express a need for tax associates with 2-5 years of exposure to general tax matters. We also have [openings for tax attorneys](#) with 3-7 years of specialization in public finance tax, 3-4 years in tax controversy matters and 3-5 years of experience in REITs, and real estate partnerships and funds.

Partners with Portable Business

We are interested in speaking with partners with significant portable business in any of the following areas: corporate transactions, employee benefits and executive compensation, real estate finance, products liability, private equity, labor and employment, healthcare, patent prosecution, intellectual property litigation, and trusts and estates. Typically, Chicago firms are looking for a minimum of \$1-2 million in portable business, but some smaller and mid-sized firms will consider books starting at \$500,000.

Colorado

By Jamie Bailey, Managing Director, BCG Attorney Search

Denver

Real Estate

Denver continues to experience heavy need in the transactional areas. Real estate attorneys with 2-7 years of exposure to commercial real estate transactions are in strong demand. We have also received calls from firms requesting attorneys with specialized experience in resort, time share, condominium, retail development and fractional ownerships.

Transactional - General Corporate; M&A; Securities; Private Equity; Venture Capital

Of particular need in Denver are attorneys with anywhere from 1-7 years of experience in general corporate, M&A, securities, private equity experience and joint venture transactions.

Intellectual Property - Patent Prosecution

Firms in Denver contact us daily for talented intellectual property attorneys with 2-5 years of patent prosecution experience. Particularly attractive to these firms are undergraduate degrees in any one of the following areas: electrical engineering, physics, mechanical engineering, biochemistry, chemical engineering, computer science, aerospace, civil engineering. USPTO admittance is required for most of these positions.

Energy and Natural Resources

We are seeing significant need at firms in Denver in the energy and natural resources transactions and financing areas for associates with 3- 5 years of experience. More specifically, firms would like to see purchase and sale, exploration, joint venture, mineral leases, marketing contracts, title work and financing project experience. Candidates with experience in the areas of environmental sciences, engineering, geology and chemistry are also particularly attractive.

Health Care

A few select firms in Denver are seeking associates with 3-8 years of health care experience. Firms prefer candidates with exposure to anti-kickback compliance, physician practice development, provider network development and antitrust counseling, managed care contracting and medicare/medicaid reimbursement issues.

Employee Benefits

Denver firms are seeking associates with 3-7 years of experience with qualified plans, welfare plans and executive compensation matters. Candidates with working knowledge of the Internal Revenue Code and regulations, the ERISA regulations and other tax authorities are particularly attractive.

Litigation

Although not an area in which we are seeing significant need in Denver, a few select firms in Denver with prominent litigation practices are seeking litigation associates with 2-5 years of experience who possess excellent academic credentials and practical litigation skills, including strong deposition, motion and trial experience. In particular, a few firms are seeking candidates with specialized experience in environmental litigation and/or construction litigation. Federal clerkship experience is a plus.

Boulder, Broomfield, Colorado Springs

Firms continue to expand their Broomfield, Boulder and Colorado Springs offices. We are receiving requests for intellectual property litigation associates with 1-3 years of experience (and electrical engineering degrees), as well as patent prosecution attorneys at the same level. We would also like to speak with patent prosecution associates with 3-5 years of experience and backgrounds in electrical engineering, computer science, biochemistry, chemistry or mechanical engineering.

Michigan

By Jamie Bailey, Managing Director, BCG Attorney Search

Detroit

Intellectual Property; Employee Benefits; M&A; Real Estate

We continue to see an overall slowdown in lateral hiring in Michigan firms. However, there are key areas in which firms are still experiencing need. Firms with strong intellectual property practices are seeking patent prosecution attorneys with 2-4 years of experience in counseling and/or opinion work and possessing electrical or mechanical engineering degrees. USPTO is required in most cases for these positions. We are also seeing a need for employee benefits associates with 2-6 years of exposure to welfare benefits, tax qualified plans and executive compensation. Detroit firms are also seeking transactional attorneys with 3-5 years of experience in securities, private equity and M&A transactions. If you are a real estate associate with 5+ years of experience in acquisitions and leasing matters, [contact our Chicago office to discuss a great opportunity](#) at a top Detroit firm.

Grand Rapids, Ann Arbor, Lansing, Troy, Kalamazoo

Intellectual Property; Real Estate

Firms with offices in outlying cities have great opportunities in their intellectual property practices. In particular, we are seeing a strong need for associates with anywhere from 2-10 years of experience in patent prosecution matters and who have a background in electrical or computer engineering. We would also be interested in speaking with real estate attorneys who have 2-5 years of experience in acquisitions, finance, development and leasing transactions.

Partners with Business

We are interested in speaking with partners practicing in Michigan who are seeking opportunities in Detroit or the surrounding legal markets, including Lansing, Ann Arbor, and Grand Rapids. In particular, we would like to speak with partners with a minimum of \$300,000 in portable business in corporate transactional, real estate (acquisitions and development), private equity, securities and banking, patent or labor and employment matters. We would also be interested in speaking with business transactional attorneys with international/cross-border exposure.

Wisconsin

By Jamie Bailey, Managing Director, BCG Attorney Search

Milwaukee and Madison - Intellectual Property, including Patent Prosecution, and Trademark and Copyright; Health Care; Litigation; Corporate and Securities; Real Estate; Employee Benefits

Milwaukee and Madison firms offer unique opportunities for associates with anywhere from 2-6 years of experience in particular practice areas, including patent prosecution (with particular need for mechanical engineering and electrical engineering backgrounds), trademark and copyright, health care, litigation, corporate and securities, real estate transactional, and employee benefits. Wisconsin is the hotbed for intellectual property work and intellectual property attorneys with.

Partners with Portable Business

Wisconsin firms are actively seeking partners with portable business in a variety of areas, including ERISA, trusts and estates, healthcare, employment relations, patent litigation, and real estate land and resources.

Minnesota

By Laura Rusche, Recruiter, BCG Attorney Search

Intellectual Property - Patent Prosecution and Litigation and Trademark

Minneapolis continues to provide significant opportunities for [intellectual property attorneys](#). Many of the top firms have a significant need for patent attorneys, particularly for associates with 1 to 4 years of experience. There is also a need for intellectual property litigators with 2 to 6 years of experience. A degree and/or background in biotechnology, biochemistry, chemical engineering or mechanical engineering is generally required or preferred.

Bankruptcy

We have seen a slight increase in the need for bankruptcy associates with 2+ years of experience.

Corporate - Merger and Acquisitions; Securities; Cross-border Transactions

We continue to see a need for transactional associates at all levels with experience in finance, mergers and acquisitions, securities compliance, lending, franchise, cross-border transactions and general corporate work. Associates with strong corporate backgrounds should contact our Chicago office to discuss these great opportunities.

Litigation

While we experienced a decrease in the number of litigation positions earlier this year, we are now seeing a sizable increase. Many of the top firms are looking for associates with 1 to 4 years of experience in products liability, antitrust, commercial and general business litigation.

Indiana

By Laura Rusche, Recruiter, BCG Attorney Search

Indianapolis firms continue to seek corporate finance, venture capital, private equity, and mergers and acquisitions attorneys at the 2-4 year level, real estate and land use attorneys at the 2-5 year level, and intellectual property attorneys with 3-5 years of experience who possess electrical engineering, computer science, computer engineering or chemistry backgrounds. Those with exposure to business method patents will be given top consideration. Litigators with products liability experience and 2-5 years of experience and construction and/or environmental litigators with 2-5 years of experience should definitely contact us.

Ohio

By Laura Rusche, Recruiter, BCG Attorney Search

Cleveland and Cincinnati

Corporate; Securities; Mergers and Acquisitions

We continue to see a significant need for corporate associates with experience in public and private securities offerings, merger and acquisitions, joint venture, private equity, finance, and general corporate contract negotiation and drafting. Candidates with 1 to 7 years of experience in these areas should contact our Chicago office to discuss the exciting opportunities in Cleveland and Cincinnati. Many of the top firms are also looking for corporate partners with portable business.

Labor & Employment, ERISA, Health Care; Litigation; Bankruptcy; Real Estate

Cleveland and Cincinnati law firms continue to experience growth in the areas of real estate (finance, leasing and development), labor and employment (collective bargaining, wage and hour, NLRB proceedings), ERISA, litigation and real estate. Candidates with 2 to 7 years of experience in any of these areas, particularly real estate and health care, should contact the Chicago office.

Tax

We have seen a recent increase in the need for tax associates, especially with 2 to 6 years of experience. In addition, many of the top firms are looking for partner level tax attorneys with portable business.

Dayton, Columbus, and Toledo

Similarly, Dayton, Columbus and Toledo firms continue to seek corporate associates, especially those with 2 to 5 years of experience in mergers and acquisitions, securities, private equity, and non-profits. Additionally, there continues to be a need for associates in the areas of real estate and tax law. Many of the firms are also looking for partner-level candidates in the areas of intellectual property, public finance, labor and employment, health care and bankruptcy. Partners with portables should also contact the Chicago office to discuss exciting opportunities in these cities.

International Europe

*By Danice Kowalczyk
Managing Director, BCG Attorney Search (NYC and International Markets)*

There are two busy seasons of the year: (i) Fall: September through the second week of December and (ii) Winter/Spring: January through early May. Typically, if the first season of activity proves active, the second season will follow course. Based upon September and October, 2007, it looks like the New Year will start off with a bang.

Firms throughout Europe have been exceedingly active since returning from holiday in August. One of the biggest things we have seen is the fact that firms' desire for "UK qualified" practitioners remains steadfast not only in London, but also Germany and Paris. Thus, if you are practicing in Europe, or are committed to practice in Europe, you may do well to obtain your UK qualification at the earliest possible date. Note: For U.S. practitioners, you may undertake such exam from your domestic base. Groups on both the East Coast and West Coast offer classes to become UK qualified.

London

As London mirrors New York, it is no surprise that practitioners in the following areas have been hotly sought: (i) corporate finance, banking and project finance; (ii) M&A and capital markets; (iii) corporate tax; (iv) construction; (v) employment law; (vi) insurance and reinsurance; (vii) real estate finance; and (viii) intellectual property.

In the tax area, we are seeing firms focusing on practitioners with experience handling property, corporate, or finance-related tax issues. For example, on the corporate tax side, experience structuring transactions tax efficiently and group tax planning has been desired. In the insurance area, firms have been focusing on either practitioners with insurance experience on the transactional and regulatory side or practitioners with re-insurance experience on the litigation side. In the real estate finance sector, firms have been looking for individuals with experience in development/investment; retail/leisure; and/or and high value property contracts. In the intellectual property ("IP") sector, firms have been honing in on those with experience in trademarks, copyrights, passing off, Internet issues, the Trade Descriptions Act, the Consumer Contracts Regulation and Data Protection Act, and licensing.

As expected, if you wish to work in London, some things never change: (i) you should currently be working (or recently worked) for a U.S. Wall Street or Magic Circle firm; (ii) you should possess an exemplary academic history from a notable U.S. or international educational institution; and (iii) you should possess a tangible connection to London (e.g., through family, past work history, past study history, or practice flow). Of equal importance, is bar admission. While some firms look for U.S. JDs, the focus remains on UK-qualified candidates (or dual-qualified candidates). This month, I have told by a number of candidates that they "prefer to get their London job first and then become UK qualified...and not the reverse." This is wholly illogical. Your options for employment will increase dramatically if you take the time to become UK qualified now, before approaching the London market. The reverse may be a smart move in terms of saving costs, but it's not a smart move in terms of getting the best job possible for yourself when you release your C.V. into the marketplace.

Paris

As mentioned earlier, Paris firms are also beginning to focus on practitioners who are UK-qualified. This is not a huge surprise as the "UK Qualification" is slowly becoming the golden ticket for all of Europe. Paris has spun around quickly from its summer hiatus and is grasping for individuals with experience in the corporate sectors: M&A, capital markets, finance, M&A, and banking. Particular mention has been made of firms' interest in those with shipping finance experience (export credit and tax structured transactions experience preferred).

Any candidates interested in Paris must possess: (i) fluency in the French language; (ii) a U.S. LL.M. or MBA from a top U.S. educational institutional (and top grades) as well as a French legal degree; and (iii) experience from a top U.S. Wall Street firm.

Speaking of language skills, this month, I went against my own "grain" and attempted to entice a few firms with candidates who had flawless credentials but only "comfortable" French language skills. Hoping that French firms' penchant for flawless language skills might have softened a bit, I was quickly reminded that such was not the case. Thus, take my word for it, if you cannot draft easily in French (legalese), you are not ready to apply to Paris.

Moscow

I am going to follow up my comment on French language skills for Paris, with the exact opposite for Moscow. Firms in Moscow have absolutely been willing to train individuals with stellar transactional records and comfortable language skills...as long as their background tends to support the fact that they have a firm, long-term interest in practicing in Moscow.

I have seen a few surprise placements in that market over the past few months supporting the fact that Moscow will think outside the box. Of course, this is no surprise, as the Moscow market (legal and business) is trying desperately to build a new course. Hence, you should take advantage of this period in time if Moscow is your aim.

Germany

Frankfurt, Dsseldorf, and Munich remain the prime cities of choice in Germany. The lead city, Frankfurt, continues to focus on M&A, corporate finance, banking, and restructuring/insolvency practitioners. Munich has been focusing on the same disciplines, along with capital markets practitioners. Dsseldorf has been the most relaxed in its discipline demand, focusing purely on "corporate practitioners with strong transactional records." This is no surprise, as individuals attracted to Germany tend to want to practice in Frankfurt, with its vibrant commercial rhythm and some-say monolithic, uniform style. Dsseldorf, on the other hand, remains a distant third cousin, attracting a smaller number who are looking for solid work in an architecturally softer environment.

One thing which has been a bit of a surprise in Germany is that we are seeing a huge shift in firms' bar requirements. Where U.S. law firms with offices in Germany might, in the past, have considered U.S. JDs, alone, they are starting to focus more and more on those with German bar qualifications. In fact, more and more firms are seeking US and German-qualified applicants (with some firms even demanding "at least two above average state exam scores" for German qualified attorneys). Likewise, as referenced above for London and Paris, possessing UK qualification has been much sought after in Germany.

In addition to bar qualifications, if you are interested in Germany, please come with the following credentials: (1) fluent German (particularly high German) and (2) a strong corporate background from a top U.S., German or international firm.

Asia

By Danice Kowalczyk
Managing Director, BCG Attorney Search (NYC and International Markets)

Hong Kong, Beijing, Shanghai, Tokyo, and Singapore

Asia is thriving. Active, lacking in sleep, existing on business, business and more business, the job opportunities in this region are endless for those who have the right credentials, namely: (i) you must have experience from a U.S. Wall Street or Magic Circle firm; (ii) you must have a corporate background; (iii) you must possess stellar academics from a recognizable U.S. or Asia institution with accompanying transcripts proving your standing (note: candidates possessing U.S. LL.M.s are in hot demand); (iv) you must be fluent in English and preferably native and/or fluent in Mandarin (with Cantonese, Japanese and Korean speakers also considered depending on the position and firm); and (v) depending on the firm, you must be admitted in at least one jurisdiction in the U.S. or one common law jurisdiction (such as Australia or New Zealand) -- with folks who are also PRC admitted doing exceptionally well. Prior work experience in the Asia region or significant work experience in the U.S. on cross-border matters involving Asia is also a plus.

For the early part of the fall, we have seen Hong Kong and Beijing, per usual, focusing on those with corporate finance backgrounds as well as experience in project finance, M&A, capital markets, joint venture, and private equity. Bank finance, in particular, has been a huge hit with firms seeking banking and finance associates with experience in acquisition finance relative to advising blue-chip corporate clients and leading investment banks. Shanghai relishes the corporate candidate as well; however, they have added a few unusual requests to the list such as intellectual property candidates with patent/science-focused backgrounds and life sciences experience and international arbitration candidates. These latter candidates should have experience in matters involving European/North American/Japanese disputes against Chinese parties. Singapore and Tokyo, like Hong Kong and Shanghai, focus purely on those with corporate skills, including M&A, capital markets, finance and tax.

One thing I should reiterate here is that the Asia markets are thriving and, as such, practitioners in these environments are working *long* hours -- hours which rival or surpass New York's "long" hours. Hence, it is immensely important that if you are focusing on Asia, both you and your family are prepared for what a career in Asia will bring - fantastic deal experience, a phenomenal cultural mecca, and lots of time away from home...in the office.