

State of the Market - 2012 Spring

Northern California (San Francisco and Silicon Valley)
 Southern California (Los Angeles, Orange County and San Diego)
 Northwest (Oregon and Washington)
 Southwest (Phoenix, Las Vegas and Colorado)
 Midwest (Minnesota, Indiana, Ohio, Utah, Chicago, Wisconsin and Michigan)
 Northeast (New York, Boston and New England)
 South (Texas, Louisiana, Atlanta and Charlotte)
 Foreign Markets (Europe and Asia)

NORTHERN CALIFORNIA

State of the Market: San Francisco

by *Evan P. Anderson*, Managing Director, BCG Attorney Search

Healthy Practice Areas:

Intellectual Property/Patent Litigation

This practice area continues to be the hottest sector in the California legal market, specifically in Silicon Valley. Hiring has remained steady in this practice for over two years. It seems at times as though supply has outpaced demand; firms have begun looking more seriously at candidates outside the state. Attorneys with electrical engineering and computer science degrees (graduate or undergraduate) continue to be in the driver's seat. Associates across all levels of experience are sought, including the partner level. For patent litigators, firms like to see candidates who have Markman hearing experience as well as ITC experience. Admittance to the Patent Bar is a priority. Candidates with a PhD in a life science discipline will also get interviews although engineering and computer science candidates take precedence. Candidates do not need membership to the California bar.

Corporate

Activity in [corporate hiring in San Francisco](#) and Silicon Valley has remained steady for the last year. Until recently, the demand for mid-levels (3-6 years) with experience in transactions, M&A, general corporate, and securities outpaced all other experience levels but the need for junior corporate associates is strong. Hiring in Silicon Valley for associates with venture capital/private equity and fund formation experience remains steady. Candidates who already reside in the Bay Area and work for a well-regarded firm seem to have an edge over their out of state competitors and are bound to get interviews.

Patent Prosecution

[Patent prosecution hiring in San Francisco](#) has picked up considerably over the past six months. Beginning last Fall, hiring has been steady with firms seeking patent prosecutors with 1-6 years of experience. Firms consistently seek candidates with scientific, life sciences, and technology backgrounds, including degrees in computer science, chemistry, physics, electrical engineering, pharmacology, and biotechnology. USPTO registration is valued. Patent prosecutors are encouraged to also look in the Silicon Valley area for a position.

Steady Practice Areas:

Real Estate

[Hiring in Real Estate in San Francisco](#) finally picked up in the first quarter of 2012. There has been an impressive increase in the number of positions in this sector and we may be seeing the long anticipated rebound from the mass layoffs of real estate associates that occurred in 2009. That said, hiring in real estate can be protracted as firms are still somewhat cautious about hiring. Vacancies may remain open for several months. Current vacancies are predominantly for mid-levels (3-5 years) with real estate transactional experience. Experience in acquisitions, dispositions, commercial leasing and financing transactions (including origination of mortgage loans and mezzanine financing) is highly sought. Firms are also seeking partners with at least \$1 million in portables.

Litigation

[Litigation hiring in San Francisco](#) seems to undergone an interesting evolution this past quarter. This practice, plagued by over competition and firms reluctant to make commitments to hire associates (even after multiple interviews), is still seriously lacking in available positions. That said, more and more firms (specifically larger and mid-sized) are looking to hire junior and mid-level litigators with solid experience. Superstar associates with stellar credentials will always get their pick of employers. But even candidates with tier two law schools who have solid litigation skills are beginning to get interviews in San Francisco. Associates currently residing and practicing in the Bay Area are given a clear preference. Associates with clerkship experience are valued. Of course, admittance to the California Bar is a must, although some firms may interview a candidate with superior credentials who is sitting for the July 2012 California bar exam.

Labor and Employment

[Hiring in the labor and employment sector](#) has remained steady from last quarter with the demand still coming almost exclusively from mid-sized firms. Mid-level associates (3-7 years) with employment litigation experience and/or wage and hour, discrimination, and labor relations experience. Public sector experience appears to be in demand, as does class action experience.

Slow Practice Areas:

Immigration

After two years of no activity in the immigration sector, there are currently two postings for [immigration attorneys in San Francisco](#). Experience in non-immigrant and immigrant matters is sought in both, as is PERM and H-1B experience.

Insurance

Hiring in this area is down significantly. There is currently only one posting for a senior insurance defense associate. Membership in the California bar is required.

Tax

There is currently one position for a transactional tax associate having 1-4 years of experience. An LL.M. is preferable, as is admittance to the California bar.

Technology Transactions

There is currently one posting for a technology transactions associate in San Francisco who has 1-3 years

experience. Experience with licensing agreements and M&A is preferable.

Trademark

There is currently one vacancy for a trademark prosecution and enforcement associate with 2-5 years experience. Admittance to the California bar required.

Trusts & Estates

There is currently one vacancy for a trusts & estates associate with 2-4 years experience. Experience with high net worth clients and an LL.M. are both preferable. Admittance to the California bar is required.

Dead Practice Areas:

The following practices have shown no activity in several months: antitrust litigation, bankruptcy, construction, energy, environmental, ERISA/employee benefits, healthcare, securities litigation, and white collar crime.

However, firms will likely consider any mid-level candidate with a stable work history, strong academics, and solid pedigree from a well-regarded law firm. There is a strong preference to hire candidates who already reside in the Bay Area.

State of the Market: Silicon Valley

by *Evan P. Anderson*, Managing Director, BCG Attorney Search

Silicon Valley has historically been an [outstanding legal market](#), and it is typically easier to find a position here than in San Francisco. Candidates seeking a position in San Francisco [ought to look in Silicon Valley](#) where there are more opportunities and less competition. Many people live in San Francisco or a neighboring city and commute to the Silicon Valley area. The quality of life is outstanding and the area is close to Napa Valley, Sonoma, and Russian River wine country.

Hot Practice Areas:

Corporate

There continues to be an abundance of [hiring in the corporate](#) sector at all levels. Candidates must have experience in at least one of the following areas: M&A, VC, IPO, emerging companies, capital markets, public finance, corporate finance, securities, investment management, and fund formation. Although there is a strong preference in hiring local candidates who already have the California Bar, nearly every firm will seriously consider a candidate relocating from another region like New York, DC, Texas and Chicago who also has top caliber academic and professional credentials. Furthermore, firms are keeping an eye out for Mandarin-speaking attorneys and those with technology backgrounds.

Intellectual Property (Patent/Trademark Litigation and Patent/Trademark Prosecution)

The need for [intellectual property litigators](#) (both patent and trademark litigation) at all levels and patent prosecutors at all levels are among the most sought-after candidates in Silicon Valley. For patent prosecution, candidates must have experience in a big firm or boutique and a strong technical background. Ideal candidates will have a background in electrical engineering, computer science, mechanical engineering, biotechnology, organic chemistry, biochemistry, pharmaceuticals, chemical engineering, and/or medical devices. Those in bio fields are typically expected to have a Ph.D. or Masters degree. Registration with the United States Patent and Trademark Office is a must. We are seeing an ever-so-slightly growing

need for trademark attorneys, which is a good sign for a slightly recovering economy. When there are budget cuts, the first thing to be cut is advertising and protecting or registering a trademark. There are multiple jobs for true trademark prosecutors - this is something we have not seen in a long time. Candidates should have at least 2 years of experience in domestic and foreign trademark prosecution and client counseling on clearance and registration strategy.

Litigation

There are a number of firms seeking litigators with a variety of backgrounds and at all levels including commercial, general, securities, class action, and white collar. Anyone who has some intellectual property litigation experience should be fairly marketable. Candidates should have membership to the California Bar.

Steady Practice Areas:

Technology Transactions

The need for attorneys with experience in technology transactions has decreased slightly from the previous quarter but remains steady. Firms are seeking candidates at all levels but are particularly interest in mid-levels. Candidates should have true technology transaction and licensing experience, and experience in at least one of the following areas: biotechnology, clean tech, medical device, semiconductors, computer software/hardware, and telecommunications. Firms have a strong preference for candidates with tech backgrounds; particularly: electrical engineering, mechanical engineering, computer science, computer engineering, biology, physics, or chemistry.

Slow Practice Areas:

Executive Compensation/Employee Benefits/ERISA

There is currently one vacancy for an executive compensation and employee benefits associate with 1 year of experience in general corporate work.

Real Estate

Silicon Valley has never been a hot market for real estate attorneys, but there is one job opening in Palo Alto for a real estate attorney with 3-4 years of experience. Candidates must be admitted to the CA bar.

Tax

There is one job [opening for a tax attorney](#) with 2-4 years of experience. Most firms appreciate (or require) an LL.M. in tax or CPA degree and big firm experience.

Dead Practice Areas:

There is currently no activity in bankruptcy, employment, energy, environmental, healthcare, and trusts & estates (firms are considering partners with at least \$1.5 million in portable business).

SOUTHERN CALIFORNIA

State of the Market: Los Angeles

by [Liz Hudson](#), Managing Director, BCG Attorney Search

Los Angeles continues to see steady growth in the legal market with new job postings going up daily. In general, the mid-level associate is in highest demand with somewhere between 2-5 years being the sweet spot. The interview process in general is [taking more time in LA](#) currently and it often takes a couple of months to get from application to offer.

Healthy Practice Areas:

IP Litigation

It comes as no surprise that [Intellectual Property litigation positions](#) remain in high demand. Though LA doesn't typically have as much IP work as the Bay Area, there has been an increased demand even in LA recently. The hottest degree in LA, and all over the state, continues to be electrical engineering, though there are still plenty of firms looking for computer science and physics degrees as well. Membership to the Patent Bar and advanced degrees in the above named subjects are often requirements.

Patent Prosecution

Like IP litigators, IP attorneys specializing in patent prosecution continue to be in demand in LA. Not quite as hot as litigation, but definitely still plenty of opportunities in this practice area. Like the litigation positions, electrical engineering, computer science and physics backgrounds are most sought after. Additionally, most firms want advanced degrees in these fields and for candidates to be registered with the USPTO. This is one of the few fields in California where it is not mandatory to already be admitted to the California bar.

Litigation

Though litigation went through a dry spell in LA, it seems to be making a comeback with several new postings in the past few months. Commercial litigation is a hot area and some of the experience desired includes taking/defending depositions and heavy discovery experience. Typically, these positions view membership to the California bar as a pre-requisite.

Real Estate

There has been a recent resurgence of [real estate positions](#) opening up in the LA area. Most positions seek associates with at least 2 years of experience, though many seem to prefer closer to 4-6 years of experience. There has been some willingness to consider candidates without the California bar, but these candidates have to come from top firms and have impeccable credentials. Some of the experience that firms look for includes: real estate finance, acquisitions and dispositions, and general leasing work.

Steady Practice Areas:

Labor and Employment

There is always a steady demand for labor and employment attorneys in LA and that seems to be holding steady. Though these positions seem to be filled slower than others, there are several top notch opportunities. Typically firms want someone with 3-6 years of experience, though there has been some demand for senior associates/junior partners as of late. Most of the large firms don't require traditional labor experience, but it is always a bonus.

Corporate

Los Angeles continues to have a need for general corporate associates. There is more flexibility on these

positions with positions requesting anywhere from 2 years up to senior level associates or even junior partners. Most employers are asking for general corporate work or lean towards traditional M&A and securities work. This is the other practice area where employers don't seem to be concerned with attorneys being admitted to the California bar when they apply.

Slow Practice Areas:

Environmental Law

The [openings for environmental attorneys in LA](#) are few and far between, but they are still around. Typically these positions want mid-level associates with very specialized environmental work and often look for CERCLA and CEQA experience. There is a mix of transactional and litigation focused environmental jobs currently.

Tax

While there was an uptick in tax positions in 2011, the tax market has slowed down considerably in LA. A position will occasionally open up and there seems to be an increased interest in SALT (state and local tax) work in the area. As before, firms like to see candidates who have an LL.M. in Taxation as well as experience on the transactional tax side. Firms are less picky about California bar admission in this field, though it is still strongly preferred.

Dead Practice Areas:

There has been little to no need for attorneys in LA in the practice areas of employee benefits, trusts and estates, antitrust litigation, technology transactions or bankruptcy.

State of the Market: Orange County

by Liz Hudson, Managing Director, BCG Attorney Search

As usual, [Orange County is one of the slower markets](#) in California but continues to have some openings in the same practice areas. There also is more of a need for partner level candidates or senior associates, provided each has a book of portable business. In Orange County, this typically means a candidate will warrant serious consideration if they have a book of business of \$500,000 or more.

Healthy Practice Areas:

IP Litigation

It comes as no surprise that [Intellectual Property litigation positions](#) remain in high demand. Though OC doesn't typically have as much IP work as the Bay Area, there has been an increased demand even in OC recently. The hottest degree in OC, and all over the state, continues to be electrical engineering, though there are still plenty of firms looking for computer science and physics degrees as well. Membership to the Patent Bar and advanced degrees in the above named subjects are often requirements..

Patent Prosecution

Like IP litigators, IP attorneys specializing in patent prosecution continue to be in demand in OC. Not quite as hot as litigation, but definitely still plenty of opportunities in this practice area. Like the litigation positions, electrical engineering, computer science and physics backgrounds are most sought after. Additionally, most firms want advanced degrees in these fields and for candidates to be registered with the USPTO. This is one

of the few fields in California where it is not mandatory to already be admitted to the California bar.

Labor and Employment

There is always a steady demand for [labor and employment attorneys](#) in general but lately there have been more openings than usual in OC. Typically firms want someone with 3-6 years of experience, though there has been some demand for senior associates/junior partners as of late. Some firms have also been willing to consider more junior candidates, provided they have some good hands on experience. Most of the large firms don't require traditional labor experience, but it is always a bonus.

Steady Practice Areas:

Investment Funds

Orange County is one of the two stronger markets for investment management attorneys in California, with the Bay Area being the largest. With several power house clients being located in Orange County, it keeps that practice busy at the firms. Typically firms want candidates with registered fund experience and at least three years of law firm work under their belt. However, these attorneys are hard to find so strong academics and at least some exposure to fund work could be enough. Firms are typically more lenient with California bar admission.

Litigation

Though litigation went through a dry spell in OC and LA, it seems to be making a comeback with several new postings in the past few months. Commercial litigation is a hot area and some of the experience desired includes taking/defending depositions and heavy discovery experience. Typically, these positions view membership to the California bar as a pre-requisite.

Insurance Coverage

The growing need for experienced (at least 3 years and in some cases 7 years) insurance coverage attorneys has continued since summer 2011. In particular, firms seek candidates with experience in first-party and/or third-party insurance coverage matters and related litigation (including drafting coverage opinions, prosecuting declaratory relief actions and defending bad faith actions).

Slow Practice Areas:

Though there has been a slight uptick in trusts and estates law in OC, it is still a relatively slow practice. Candidates with an LL.M. may have some opportunities in that field, however. Other fields that remain slow, unless a candidate has portable business, include bankruptcy, employee benefits, tax and environmental work. As always, if a candidate is incredibly strong with top academics, experience and the California bar they will likely gain some traction despite being in slow practice areas.

State of the Market: San Diego

by [Liz Hudson](#), Managing Director, BCG Attorney Search

San Diego remains one of the smallest legal markets in California and also is the most difficult to break into. With a plethora of resumes being submitted to San Diego firms daily, they really have their pick of the litter. A book of business goes farther in San Diego than probably any other city in the California market, so a candidate with portable business of \$300,00 and more will almost surely get interviews in San Diego.

Healthy Practice Areas:

IP Litigation

San Diego is a biotech and high tech town, so it comes as no surprise that [Intellectual Property litigation positions](#) remain in high demand. Despite being a small legal market, San Diego keeps pace with the Bay Area as far as IP positions. The hottest degree in San Diego, and all over the state, continues to be electrical engineering, though there are still plenty of firms looking for computer science and physics degrees as well. San Diego sees more preferential treatment to chemistry and biology degrees than other CA cities, given its client base. Membership to the Patent Bar and advanced degrees in the above named subjects are often requirements.

Patent Prosecution

Like IP litigators, IP attorneys specializing in patent prosecution continue to be in demand in San Diego. In San Diego, patent prosecutors are every bit as much in demand as IP litigators, maybe even more so. Like the litigation positions, electrical engineering, computer science and physics backgrounds are most sought after. But, also like the IP litigation positions, San Diego sees more preferential treatment to chemistry and biology degrees than other CA cities, given its client base. Additionally, most firms want advanced degrees in these fields and for candidates to be registered with the USPTO. This is one of the few fields in California where it is not mandatory to already be admitted to the California bar.

Steady Practice Areas:

Labor and Employment

There is always a steady demand for [labor and employment attorneys](#) in general but lately there have been more openings than usual in San Diego. Typically firms want someone with 3-6 years of experience, though there has been some demand for senior associates/junior partners as of late. Some firms have also been willing to consider more junior candidates, provided they have some good hands on experience. Most of the large firms don't require traditional labor experience, but it is always a bonus.

Corporate

San Diego continues to have a steady need for general corporate associates. Firms are typically looking for candidates with between 2-5 years of experience. Most employers are asking for general corporate work or lean towards traditional M&A and securities work and show preferential treatment to candidates with tech transactions work. This is the other practice area where employers don't seem to be concerned with attorneys being admitted to the California bar when they apply.

Tax

While there are only a few open positions, there has been an uptick in tax work in San Diego. Firms are targeting more senior associates with eight or more years of experience and are also eager to add partners with business to their practices. As before, firms like to see candidates who have an LL.M. in Taxation as well as experience on the transactional tax side. Firms are less picky about California bar admission in this field, though it is still strongly preferred.

Slow/Dead Practice Areas:

Litigation

San Diego has not yet seen the uptick in litigation positions that LA has experienced or even the steadiness that OC has enjoyed. Some positions continue to pop up and in those cases it helps to have experience taking/defending depositions and heavy discovery experience. As is common in San Diego, a book of business will generate interest. Lastly, there has been traction for litigators with very strong credentials such as top national law schools and big firm experience. Typically, these positions view membership to the California bar as a pre-requisite.

Real Estate

Also unlike its counterpart to the North, San Diego isn't seeing growth in the real estate legal market. If a candidate has top credentials and experience with real estate finance, acquisitions and dispositions, and general leasing work, they can often still land interviews.

Other practice areas that have come to a halt or remain at a halt include bankruptcy, environmental law, healthcare and trusts and estates. Several of those markets will have better luck in Northern California or Los Angeles.

THE NORTHWEST

State of the Market: Oregon

by *Evan P. Anderson*, Managing Director, BCG Attorney Search

Many job seekers who seek to move to Seattle also consider Portland. The city is a wonderful city that offers everything that a large city has with more of a small town feel. Like Seattle, firms in Portland expect strong ties to the area and excellent academic and professional qualifications. Admission to the Oregon Bar or the ability to waive in is a must. For more information, please review the Oregon Bar website www.osbar.org.

Healthy Practice Areas:

Litigation

Litigators with at least 3 years of experience are in demand. Presently, the areas of emphasis are civil litigation, construction litigation, and insurance coverage. Candidates should have experience in all phases of litigation, including drafting pleadings and discovery, managing files, and attending hearings, depositions, arbitrations, and trials. Candidates must be admitted to practice in Oregon. Because many firms have offices in Washington State, the admittance to the Washington Bar is a plus.

Corporate

Like Seattle and most places in the country, the corporate market in Portland has picked up. The strongest need is for mid-levels in the 3-6 year range but firms are also looking to hire junior associates in the 1-3 year range. Candidates should have experience in one of the following: corporate governance, mergers and acquisitions, private and public offerings, and securities.

Patent Prosecution

Patent prosecutors with at least 2 years of experience will garner interviews in Portland. Candidates who possess a degree and background in electrical engineering, chemistry or computer science, and related areas are in particular demand. Candidates with an organic chemistry background are desired as well and should have an advanced degree like a Master's or Ph.D. Candidates should have superior academic

credentials and experience in drafting patent applications, opinions, and/or reexamination requests. Candidates must also be registered to practice before the United States Patent and Trademark Office. It is not necessary to be admitted to the Oregon Bar.

Steady Practice Areas:

Trusts & Estates

Firms are hiring experienced [trusts and estates attorneys](#) with at least 5 years of experience in trusts and estates planning and administration. Job seekers who also have general business, tax and/or charitable organization experience will be greatly valued. Admission to the Oregon Bar is required and admission to the Washington Bar is strongly preferred.

Intellectual Property Litigation

Intellectual Property litigators are not in as much demand as patent prosecutors. However, there is a need for junior level litigators with at least 1 year of experience. Candidates must have strong technical backgrounds.

Slow Practice Areas:

There are few to no active job openings in the following areas: bankruptcy, employment, environmental, health care, real estate, executive compensation/ERISA, energy, environmental, tax, technology transactions, and trademark. We do not foresee any changes until 2012.

State of the Market: Washington

by [Liz Hudson](#), Managing Director, BCG Attorney Search

Seattle dominates the [legal market in Washington](#) and it continues to remain steady with job opportunities. No huge growth, but no huge downturn either. One unique aspect of Seattle jobs is that they often are interested in more experienced attorneys. Several openings ask for ten or more years of experience and not necessarily a corresponding book of business.

Healthy Practice Areas:

IP Litigation

Like the rest of the country, if you have a technical degree and IP experience, you will be in demand in Washington! One thing that sets Washington apart is that most firms are highly interested in biotech and life sciences work and degrees in Chemistry and Biology. Firms in Washington also seek out candidates with electrical engineering, science and physics degrees as well. Membership to the Patent Bar and advanced degrees in the above named subjects are often requirements.

Patent Prosecution

Like IP litigators, IP attorneys specializing in patent prosecution continue to be in demand in Washington. Like the litigation positions, chemistry and biology degrees are highly preferred, though degrees in electrical engineering, computer science and physics backgrounds are also sought after. Additionally, most firms want advanced degrees in these fields and for candidates to be registered with the USPTO.

Patent Prosecution

Patent prosecutors with at least 2 years of experience will garner interviews in Portland. Candidates who possess a degree and background in electrical engineering, chemistry or computer science, and related areas are in particular demand. Candidates with an organic chemistry background are desired as well and should have an advanced degree like a Master's or Ph.D. Candidates should have superior academic credentials and experience in drafting patent applications, opinions, and/or reexamination requests. Candidates must also be registered to practice before the United States Patent and Trademark Office. It is not necessary to be admitted to the Oregon Bar.

Steady Practice Areas:

Labor and Employment

Like the rest of the country, Washington is seeing a demand for labor and employment attorneys. Typically firms want someone with 3-6 years of experience, though there has been some demand for senior associates/junior partners as of late. Some firms have also been willing to consider more junior candidates, provided they have some good hands on experience. Most of the large firms don't require traditional labor experience, but it is always a bonus.

Corporate

Washington continues to have a steady need for general corporate associates. Firms are typically looking for candidates with between 2-5 years of experience. Most employers are asking for general corporate work or lean towards traditional M&A and securities work and show preferential treatment to candidates with tech transactions work.

Tax

While there are only a few open positions, there has been an uptick in tax work in Washington. Firms are targeting more senior associates with eight or more years of experience and are also eager to add partners with business to their practices. As before, firms like to see candidates who have an LL.M. in Taxation as well as experience on the transactional tax side.

Litigation

Litigation continues to remain a steady practice in Washington. Commercial litigation is a hot area, as is complex litigation in general, and some of the experience desired includes taking/defending depositions and heavy discovery experience. Several firms are looking for trial experience and more significant experience than is typical.

Slow/Dead Practice Areas:

The Washington market has seen little to no movement in the areas of bankruptcy, trusts and estates, employee benefits, environmental, health care and real estate.

THE SOUTHWEST

State of the Market: Phoenix

by *Claudia Barnes*, General Manager, BCG Attorney Search

Phoenix is the largest [legal market in Arizona](#) and it is home to a number of national and regional firms. The economy is still slowly improving. We believe the market will pick up in the middle of the first quarter of 2012.

If you are a stellar candidate coming from a larger market or from a top firm in Arizona, you will likely have success in securing employment. Phoenix is an excellent place to live and offers a terrific quality of life. To break into the Phoenix market you need to have a tie to the area or a well thought out reason for moving to Arizona.

Hot Practice Areas:

Labor & Employment

Typically, there is a tremendous need for employment litigators. Although it is not super-hot yet, there is a growing need for employment attorneys. The good news is that there is an uptick in the need for such attorneys as compared to the end of 2011. There are openings for experienced labor and employment attorneys with 3-10 years of experience. Admission to the Arizona Bar is required.

Litigation

The need for litigators has quieted since the end of 2011; however, the need remains strong. Specifically, firms are currently seeking candidates with 3-5 years of hands-on commercial litigation experience who also are admitted to the Arizona Bar. Judicial clerkships are always a plus for many of the big firms. Phoenix firms like to see candidates who have experience in all aspects of discovery in state and federal court, including preparing and responding to written discovery requests, drafting and arguing motions, preparing witnesses for depositions, and preparing for and taking depositions. Candidates who have trial experience are highly desirable. Firms are also considering senior level litigators with at least 5 years of experience who also have some portable business (at least \$150,000).

Steady/Growing Practice Areas:

Bankruptcy

With respect to bankruptcy, we are seeing a demand at the mid-senior level (at least 5 years) with experience in handling creditor's rights, foreclosures, and workouts. Some (not all) firms also want to see some ability for a senior level attorney to be able to build a book of business, and are expecting senior attorneys to have at least \$150,000 in portable business. Candidates should be members of the Arizona Bar.

Corporate

The need for corporate attorneys has not really picked up yet. There are several firms seeking corporate attorneys with 3-5 years of experience in finance, general corporate, securities, mergers and acquisitions, and corporate governance. Firms are also seeking senior associates with at least 5 years of experience and at least \$150,000 in portable business. Candidates must be members in good standing of the Arizona Bar.

Trusts & Estates

There are a couple firms seeking experienced trusts and estates attorneys (at least one year). Candidates should have an LL.M in taxation and either be a member of the Arizona bar or be willing to sit for the exam. Candidates with at least five years of experience and a portable book of \$150,000 will surely get interviews.

Slow to Dead:

Intellectual Property/[Patent Litigation](#)/[Patent and Trademark Prosecution](#)

Presently, the focus is on building practices at the partner level. Firms are seeking patent prosecution attorneys with any technical background and a self-sustaining book of business. The ideal intellectual property litigation partner-level candidate will have 15 years of experience and a portable book of business. Candidates should have first or second chair complex patent, trademark, and copyright trial experience, with USPTO admission preferred. Firms are seeking candidates who have experience in cross-marketing with other practice groups.

The following practice areas have little to no activity: Real Estate (not hot for the moment but it is a cornerstone of the Phoenix market so look for it to pick up again), ERISA/Employee Benefits, Tax, and Environmental.

State of the Market: Las Vegas

by *Claudia Barnes*, General Manager, BCG Attorney Search

Overview:

Historically, Las Vegas is a great market and a wonderful place for attorneys from major markets to find a new home. It's a city that has everything you can ask for - great shopping and restaurants and you can actually afford a home. However, the economy has still not improved. In fact, there are very few positions in the city. We had predicted that the economy would improve in 2012 but there seems to be not much change. Once there are more openings for corporate attorneys, then we will start to see a major shift in the economy. We continue to remain optimistic!

Hot Practice Areas:

Litigation

The most opportunities in Las Vegas are for litigators. In particular, litigators with 1-5 years of experience in consumer finance or general commercial litigation from well-respected law firms will get interviews. One firm in particular is seeking senior level litigators (5-10 years) with significant jury trial experience. The candidate should be admitted to the Nevada Bar. Federal Court clerkship experience is preferred as well. In some cases, it is a bonus to be a member of the California Bar as well.

Steady:

Bankruptcy

Toward the very end of last quarter, there was an uptick in the need for true bankruptcy attorneys. Firms seek candidates with 3-5 years of experience in bankruptcy and/or reorganization. Admission to the Nevada bar is preferred.

ERISA/Employee Benefits/Executive Compensation

There is an ever so slight need for mid-level ERISA attorneys with experience in defined contribution (DC) and defined benefit (DB) plans, health and welfare plans, multi-employer plans, Department of Labor (DOL) and IRS regulation and mergers and acquisitions. The ideal candidate will be licensed in Nevada.

Labor & Employment

Unlike last quarter, the need for employment lawyers has dropped. There is still a need for mid-levels (3-5 years) with true employment litigation experience. The ideal candidate will be licensed in Nevada. Presently,

firms are also seeking labor and employment partners who can support him/herself and part of an associate.

Slow to Dead:

The following practice areas have little to no activity: Corporate, Tax, Trusts & Estates, Land Use/Environmental, Intellectual Property (Litigation and Prosecution), and Healthcare.

State of the Market: Colorado

by *Jamie Bailey*, General Manager, BCG Attorney Search

Partners with Portable Business

We would be interested in speaking with partners with portable business in finance; corporate (M&A, securities); real estate (particularly those with broad experience in commercial real estate acquisition and disposition transactions, as well as financing transactions - LEED Certification required); environmental (Clean Air Act); estate planning; intellectual property litigation; patent prosecution; labor and employment; and tax. Generally, firms are seeking a minimum of \$500,000 in portable business.

Denver

Intellectual Property - Patent Prosecution; Patent Litigation

Intellectual property continues to be an area in which firms in Denver are expanding. We are interested in talking with associates with 2-5 years of experience in intellectual property litigation. We would also be interested in speaking with patent prosecution associates with 1-5 years of experience and backgrounds in electrical engineering, mechanical engineering, chemistry, chemical engineering, computer science, pharmaceutical, biotechnology or physics. USPTO is generally preferred in most cases and/or required and the CO Bar is preferred.

Real Estate

We are happy to report that a few Denver firms are seeking real estate associates with 1-3 years of experience in commercial real estate and finance matters.

Litigation - General Commercial, Consumer Finance, Environmental, Securities, Labor and Employment

We have a variety of litigation associate positions in Denver, including labor and employment litigation at the 1-3 year level (employment and labor law background); environmental at the 2-5 year level; business litigation at the 1-4 year level (including securities, natural resources and general commercial litigation); and financial institutions litigation at the 7+ year level (federal clerkship preferred and CO Bar admission required.) We also have a few staff attorney positions requiring excellent academics and brief writing skills. (Federal clerkship or state supreme court clerkship is ideal but is not required for these non-partnership track, 40 hour a week, staff attorney positions. Full benefits will be provided.)

Corporate -M&A and Securities; Debt & Equity financing; Equity Formation and Restructuring

We would be interested in speaking with associates with 3-6 years of experience in general corporate, M&A or securities. We would also like to speak with associates who bring debt and equity financing, equity formation and restructuring experience.

THE MIDWEST

State of the Market: Minnesota

by Laura Rusche, Managing Director, BCG Attorney Search

The Minneapolis/St. Paul market is doing quite well, and on the associate side, we are seeing a steady stream of corporate, employee benefits, real estate, and intellectual property positions for talented and experienced associates. The top law firms are always interested in partner-level candidates with a solid book of business as well. The market has slowly improved over the last twelve or so months so we remain optimistic that this trend will continue throughout the rest of the year. In general, attorneys currently practicing in Minnesota and those with strong connections to the state are more marketable than those without such a connection, although a solid connection (or bar admission) is not required, as long as the candidate has a valid reason for moving into the region.

Intellectual Property - Patent Prosecution and Litigation and Trademark

The Twin Cities is generally a hotbed for intellectual property work, and there continues to be a high demand for such associates. Both general practice firms and sophisticated boutiques are looking for associate-level candidates, both on the prosecution and litigation sides. On the prosecution side, the firms tend to seek junior to mid-level associates in the one to five year range, with a technical background in electrical engineering, mechanical engineering, computer engineering, or computer science. While most firms do not require an advanced degree, associates with such a degree are very well-received. Prior industry experience as well as legal experience with a top law firm is preferred. On the litigation side, while a technical degree is still highly preferred, firms may be willing to look at more than just electrical engineers, mechanical engineers, computer engineers or candidates with degrees in computer science.

Corporate - Mergers and Acquisitions; Securities; Finance; Health Care; Others

Corporate and healthcare remains steady, although not as busy as we have seen in the past. Because of the number of candidates on the market, many firms are only willing to look at candidates with strong academic credentials (both in terms of the rank of the law school and the grades earned while there) and large law firm experience, although candidates with exceptional experience and less-than-perfect law school grades may be marketable as well. The majority of the current positions seek candidates with 3 to 5 years of broad-based corporate experience, including M&A, securities corporate governance, private equity and finance. Healthcare is also a steady area, and firms in Minneapolis tend to seek healthcare associates, both on the regulatory and transactional sides.

Litigation-General, Energy Litigation and Labor & Employment

We have not seen much in the way of growth in demand for litigation associates, although we still have a few firms on the market for mid-level associates with strong credentials and experience. There appears to be a slight increase in demand for environmental and energy associates, and qualified candidates are encouraged to reach out to BCG for assistance.

Tax, Trusts & Estates

Demand remains steady for trusts & estate and tax associates. While certainly not a requirement of all positions, an LL.M. degree in Taxation will be well-received, especially when combined with significant prior law firm experience. As with other positions, candidates admitted to the Minnesota bar and/or with strong ties to the region are preferred.

Partners with Portable Business

As always, firms in the Twin Cities remain interested in recruiting partners with portable business that compliments the firm's current practice or brings something new to the team. The amount of business required varies from firm to firm, and the largest and most prestigious firms seek a minimum of \$1 million. However, the smaller and mid-sized firms will consider less if the practice area and attorney are a good fit for the firm, especially if the partner has established plans for business growth. Partner-level candidates with a reasonable book of portable business should [contact our Chicago office](#).

State of the Market: Indiana

by Laura Rusche, Managing Director, BCG Attorney Search

Demand has grown for associates in Indiana. The primary practices in need of associates are litigation, intellectual property and to a lesser extent real estate and healthcare. The current open positions seek associates at the 3 to 5 year level, but we are hopeful that more junior level positions will arise in the near future. In general, the top law firms continue to look for strong candidates with at least 3 or more years of law firm experience. Candidates with top credentials should [contact our Chicago office for assistance in applying](#) to these positions.

Indiana firms remain interested in partner-level candidates with solid books of portable business. The amount of business required varies from firm to firm, but in general, firms will consider partners with approximately \$500,000 or more in business if their practice area(s) are sophisticated and compliment those of the firm, or the attorney brings new expertise to the group. Partners with a portable book of business who are currently practicing in Indiana or interested in moving their practice there should contact our Chicago office.

State of the Market: Ohio

by Laura Rusche, Managing Director, BCG Attorney Search

Opportunities continue to arise for associates and partners alike in Ohio. The majority of positions are in the areas of corporate (general corporate, banking and finance, private equity, etc), real estate, healthcare, litigation and intellectual property. Many firms require candidates to be admitted to the Ohio Bar, while others will consider candidates that plan to gain admission, as long as they have a valid reason for making the move to Ohio.

Cleveland and Cincinnati

Labor & Employment; Litigation

While labor and employment remained very strong in 2011, we have not seen much of an increase in demand for 2012. Even so, a number of strong law firms are looking for litigation and/or labor and employment attorneys, both at the associate and partner levels. Many of these opportunities are within the highly regarded, local or regional firms that staff leanly and require lateral associates to hit the ground running. While these firms definitely stress academic credentials, some are equally interested in seeing candidates with sophisticated experience handling matters independently. Many firms in Ohio focus heavily on candidates with a strong connection to the state (and particular city), with a particular emphasis on those already admitted to the Ohio bar.

Intellectual Property

Intellectual property has remained largely steady, with firms generally looking for patent associates with

technical backgrounds in the chemical arts, electrical and/or mechanical engineering. Most firms are currently looking for prosecution associates but others are looking for litigators and those with both prosecution and litigation experience. In general, firms like to see a minimum of two years of solid experience from a large law firm or sophisticated boutique. Interested candidates should contact our Chicago office for more details.

Health Care, Tax, Employee Benefits and Trusts & Estates

Over the last few months, we have seen a continued demand for healthcare and trusts and estates associates. We previously saw an increase in demand for employee benefits, which has remained relatively steady over the last few months. The largest and most sophisticated firms focus on associates with superb academic and law firm credentials, but the smaller to mid-sized firms are not as strict and may instead focus on the hands-on experience of the candidate. Most firms are looking for attorneys with 2 to 6 years of experience and a strong connection to Ohio. If you have such credentials, please contact our Chicago office to hear more details about the specific opportunities in this region.

Corporate and Real Estate

Demand for corporate and/or real estate associates continues to be strong. After years of almost no real estate associate jobs, we now have multiple firms seeking associates in the 3 to 7 year range. Most are looking for associates with broad-based transactional experience, but others seek associates with real estate litigation experience as well. On the corporate side, some large and mid-sized firms tend to look for associates with finance and banking experience, while others seek candidates with a more broad-based corporate background that includes M&A, private equity, corporate governance and the like. Overall, associates with three or more years of experience with superb academic credentials are the most marketable, but some firms will look at more junior associates as well.

Partners with Portable Business

Demand is high for highly-qualified partners with portable business. Most firms are looking for partners in all areas of law, but we are seeing a particular desire for corporate, labor and employment, and intellectual property attorneys with established and/or growing books of business. The amount of portable business required varies from firm to firm, but in general there are opportunities for partners with \$500,000 or more in portable business. Even so, partners with less than \$500,000 and a concrete plan to grow their business are encouraged to reach out to BCG for assistance.

Dayton, Columbus, and Toledo

While Dayton, Columbus, and Toledo are relatively small legal markets, there is a fair amount of activity on the associate and partner levels. The firms are primarily seeking associates with high level trusts & estates, tax, employee benefits, corporate, litigation, and healthcare experience, and those with strong connections to the particular cities tend to be more marketable to the firms.

In addition to the need for a variety of associates, we continue to see opportunities for partners with portable business, especially in the areas of corporate, litigation, bankruptcy, labor and employment, real estate, intellectual property, health care, tax, estate planning, and employee benefits. As with other cities, it is difficult to quantify how much business a partner will need in order to be marketable, but generally firms in the area will respond favorably to \$500,000 and/or a concrete plan to grow this business in the near future.

State of the Market: Utah

by Laura Rusche, Managing Director, BCG Attorney Search

The Utah market has improved steadily over the last few months, and we are seeing an increase in demand for intellectual property associates with a technical background in electrical engineering, computer science, and/or computer engineering. We have also seen a few positions for corporate associates, especially for those with banking and finance experience. Because of the strong community in and around Salt Lake City and the large number of candidates attracted to the city, firms strongly prefer candidates currently residing in Utah, originally from the area, or with significant ties. Admission to the Utah bar is often required.

Utah firms are always interested in speaking to partners with significant portable business, especially if currently practicing in Utah or with strong ties to the area. Firms are skeptical of attorneys without connection to Utah who seek to move there, so if you are such an attorney, be clear as to your reasons for making the move. The amount of portable business required varies from firm to firm, so contact the Chicago office for more information.

State of the Market: Chicago

by *Jamie Bailey*, Partner, BCG Attorney Search

We have continued to see excellent opportunities in the Am Law 200 transactional practices in Chicago, and many of our law firm clients are [seeking associates at all levels](#) with substantive experience in corporate finance, private equity, M&A and securities. Similar to last quarter, we are also seeing continued need for highly qualified intellectual property patent prosecution and patent litigation attorneys. After the slight surge in lateral hiring we witnessed in the last quarter of 2011, we were very optimistic about the projected lateral needs for first quarter 2012. Although lateral hiring numbers during first quarter 2012 have not reflected the typical level of activity we have seen in past years, we remain optimistic as we head into the second and third quarters.

Partners with Portable Business

In Chicago, we are continuing to focus our attention on partner level searches for firms that are seeking to hire partners with portable clients to contribute to their bottom line.

Chicago firms have been receptive to income and equity partners with portable books of business, who are highly motivated to continue to grow their books in law firm environments that are well equipped to service their clients' increasing demands for diverse services and attractive billing rate structures. We would be interested in speaking with energetic junior partners who have growing books of business.

We would also like to speak with more seasoned partners who have well established clients seeking environments which are financially stable, and which will offer their clients creative fee structures, excellent representation in key practice areas, and the ability to cross-sell services. Chicago firms are generally 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. Practice areas of particular interest to prominent firms in Chicago include: financial services litigation, franchise litigation, health care litigation; real estate (in particular, partners with REIT clients); intellectual property (patent prosecution and patent litigation); litigation (general commercial, environmental, mass tort and products liability); labor and employment; corporate (M&A, securities, private equity, investment management); government and public affairs; bankruptcy; estate planning; health care; life sciences; energy; employee benefits; tax litigation; and ERISA litigation.

Corporate - Finance; Private Equity; M&A; Securities; Banking and Commercial Lending

Demand for corporate transactional associates during the first quarter of 2012 remained steady and there continue to be a number of prestigious firms in Chicago seeking corporate associates. Some of the best

corporate practices in Chicago are seeking associates with anywhere from 3-6 years in private equity, M&A and securities experience. Junior associates with 1-3 years of experience in fund formation should get in touch with us. We would also like to speak with associates with 3-5 years in private equity transactions, including documenting and negotiating acquisitions and financing of private and public companies; going private transactions; stock for stock acquisitions, spin-off transactions; and acquisitions of minority interests. We are continuing to receive requests for finance attorneys with 2-5 years of experience in debt and leveraged finance. Firms with prominent financial services groups have also requested that we send them associates with 3-5 years of experience in corporate lending and banking.

Intellectual Property - Patent Prosecution; Patent Litigation

Intellectual property remains constant and continues to be an area in which we see high demand, both in patent prosecution and patent litigation. Patent prosecutors with 2-5 years of experience and backgrounds in any of the following areas should get in touch with us: chemistry, chemical engineering, food science, mechanical engineering, computer science, computer engineering and electrical engineering. Additionally, firms are requesting that we send them patent litigation associates with 3-5 years of experience in patent litigation and backgrounds in electrical engineering, computer science or chemistry. We have a few more senior positions requiring between 6-10 years of experience in patent litigation and backgrounds in mechanical, electrical or chemical engineering. USPTO is generally required for all of our patent prosecution positions and for some of our patent litigation positions. IL Bar is generally preferred. Advanced degrees are always a plus.

Litigation

Although we have only seen a slight increase in the need for litigation associates in Chicago firms during this past quarter, we would be interested in speaking with associates with 2-6 years of experience in general commercial litigation matters. Firms are generally seeking associates with strong discovery, motion practice and court room experience. Excellent academics and large law firm experience, plus IL bar admission are generally required for these positions.

Health Care

We would be interested in speaking with healthcare transactional associates with 2-6 years of experience in M&A, joint venture and restructuring transactions. Large law firm experience or experience working with health care companies is preferred.

State of the Market: Wisconsin

by *Jamie Bailey*, Partner, BCG Attorney Search

Milwaukee and Madison

Partners with Portable Business

Law firms in Wisconsin continue to be focused on increasing their bottom line and we are seeing a lot of movement among the partner ranks. We would be interested in speaking with partners who have portable business in the key practice areas generally found in large general practice firms.

Intellectual Property - Patent Prosecution; Patent Litigation

Similar to last quarter, Wisconsin firms are continuing to exhibit strong intellectual property practices and requesting patent prosecutors and patent litigators with 1-5 years of experience. We would be interested in

speaking with associates with patent prosecution experience and backgrounds in electrical engineering, mechanical engineering, and computer science. In most cases, USPTO is required for these positions.

Corporate - Venture Capital; M&A; Securities; Banking

We are interested in speaking with associates with 2+ years of experience in financial and M&A and securities transactions.

Health Care

We are interested in speaking with healthcare associates with 2-5 years of experience in regulatory matters. Associates with particular experience relating to hospice and palliative care, long-term care and assisted living and senior housing should get in touch with us regarding opportunities in Wisconsin firms.

State of the Market: Michigan

by *Jamie Bailey*, Partner, BCG Attorney Search

Partners with Portable Business

We are interested in speaking with partners practicing in Michigan who are seeking opportunities in Detroit and/or the surrounding legal markets, including Lansing, Southfield, Ann Arbor, Grand Rapids, Novi or Troy. In particular, we would like to speak with partners with a minimum of \$300,000 in portable business.

Detroit, Southfield, Bloomfield Hills, Ann Arbor, Royal Oak, Novi and Troy

Intellectual Property - Patent Prosecution

Intellectual Property continues to be a hot practice area in Michigan firms. Attorneys with anywhere from 3-9 years of experience in patent prosecution matters and backgrounds in any of the following should contact our Chicago office: electrical engineering, chemical engineering, biology, biotechnology, pharmaceuticals, chemistry, mechanical engineering, computer science, or computer engineering. USPTO is required for these positions.

THE NORTHEAST

State of the Market: New York

by *Christine Gately*, Managing Director, BCG Attorney Search

The associate and partner market in New York continue to show signs of activity and slow growth during this first quarter of 2012. Where firms have a specific need, we are seeing them move quickly through the interview process. However, in many cases, and in certain practice areas in particular, they are moving slowly and cautiously in an effort to find the best and brightest.

Litigation

The associate market in New York continues to show strong signs of activity during the first quarter of 2012, as it did in late 2011, though firms remain highly selective and cautious about whom they hire. While we continue to have a significant amount of litigation openings, there seems to be a high quantity of qualified candidates in this area, leaving firms with a lot of options and little need to move quickly with the interview process. One of my client firms specified that they will only consider candidates from a "top 20 law school" and "ranking within the top 20% of law school class."

We are seeing most litigation opportunities for junior associates to mid-levels and less often more senior candidates. Many of the firms prefer associates with a diverse litigation background, which includes experience litigating general commercial cases, labor & employment matters, insurance coverage, and other specialized areas of litigation. Overall, these litigation openings tend to target candidates at the 2 to 6 year level.

Intellectual Property Litigation

Throughout the end of 2011 and into the beginning of 2012, firms have had a huge preference for IP litigation associates with a strong science background in the area of electrical engineering. This is still the case, but many firms more recently have been seeking IP litigators with strong science backgrounds in other areas as well, including mechanical engineering, chemistry, chemical engineering, computer science, biotech, or physics. Due to the high number of quality litigation associate candidates in the current market, even associates with such on point science backgrounds must also have high-end credentials to secure interviews at law firms. In the first quarter of 2012, New York has seen a slow growth in the need for trademark and copyright litigators, but again, the firms' standards are particularly high in this area.

Intellectual Property - Patent Prosecution

We are still seeing a demand for associates with 4-8 years of experience in patent prosecution matters and backgrounds in electrical engineering or chemical engineering. Qualified candidates should [contact our New York office](#). We would also like to speak with patent prosecution associates who have 2-5 years of experience with biological science and biotechnology patents and backgrounds in life sciences or biotechnology. USPTO is required for these positions.

There is a slow increase in New York in activity for attorneys with IP transactional experience and/or technology transactional experience. This is a popular practice area and candidates will only be considered if they have on point experience and excellent credentials.

Corporate

The corporate hiring market in New York remains quite strong in 2012, as it did at the end of 2011. Our New York office has multiple listings for mid to senior level corporate associates in the corporate and finance sectors. The majority of the current positions seek candidates with 3 to 5 years of broad-based corporate experience, including M&A, securities, corporate governance, private equity and finance.

Banking experience in acquisition and other leveraged finance transactions, including the preparation and negotiation of credit agreements, security agreements, intercreditor agreements and other loan documents seems to be another area of high demand. Candidates with at least 3-5 years of experience from large law firms are preferred. In some cases distressed debt equity and high yield exposure can be a plus as well. A few client firms have recently initiated a search for corporate associates with derivatives exposure.

Employment and Labor Law

This is a practice area that is continuing to do well in New York. We continue to have multiple openings for labor and employment attorneys with a broad range of experience including wage and hour, class actions, collective action, and single plaintiff litigation. FLSA experience is also a plus.

Firms generally look for 3rd, 4th, or 5th year associates with extensive employment litigation and counseling experience. For example, handling federal and state harassment and discrimination suits from inception

through trial, FINRA arbitrations, FLSA and wage-hour audits and litigation, drafting and revising employee manuals and policies, handling RIFs and WARN act issues, drafting separation and severance agreements and releases. Significant experience litigating cases in NY state and federal courts is sought after.

Commercial Real Estate

Real estate continues to be a slower practice area in New York. However, several New York firms are still interested in top-notch commercial real estate associates, especially at the mid-level and partner candidates with portable books of business. The demand continues to be for real estate candidates with some level of real estate finance expertise, and/or commercial mortgage loan experience.

For example, firms may be looking for experience working on a broad range of sophisticated commercial real estate transactions including acquisitions, dispositions, financing, joint ventures, construction, fund formation, and leasing.

Firms are also still interested in specific experience including the origination of mortgage loans and mezzanine loans. Firms are especially seeking those with experience in the restructuring and workout of commercial mortgage loans, and specifically experience representing mortgage and mezzanine lenders. Retail development and leasing experience can also be helpful.

Health Care

The need for health care associates has remained slow in the start of 2012, with some firms still looking for associates with upwards of 4 years of experience in health care litigation, as well as compliance, regulatory, and transactional matters. Specific experience may include counseling clients regarding compliance with Stark law, anti-kickback law, Medicare/Medicaid, HIPAA, and other state health related laws and regulations.

Environmental

Firms in New York are generally looking for environmental associates with experience in CERCLA, the Clean Air Act, the Clean Water Act and public lands laws as well as environmental litigation matters. This practice area has been another slow practice area.

Tax & Trusts and Estates

We are seeing little growth in demand in New York for trusts & estate and tax associates, although there are still several openings for candidates with an international tax background. While certainly not a requirement of all positions, an LL.M. in taxation will be well-received, especially when combined with significant prior law firm experience.

Partners with Portable Business

As always, firms in New York remain interested in recruiting partners with portable business that compliments the firm's current practice or brings something new to the team. The amount of business required varies from firm to firm, and the largest and most prestigious firms seek a minimum of \$1 million. However, the smaller and mid-sized firms will consider less, around \$500,000, if the practice area and attorney are a good fit for the firm, especially if the partner has established plans for business growth. Partner-level candidates with a reasonable book of portable business should contact our New York office.

State of the Market: Washington, DC

by Robyn Ginsberg, Managing Director, BCG Attorney Search

Most of the 2011 year-end hiring trends continue to abound in early 2012, with the majority of activity taking place in the hard IP, regulatory, and corporate law sectors. For the first time in several years, we are also seeing a noticeable upswing in a number of practice areas that have been consistently dormant since the start of the economic downturn (such as trusts & estates, employee benefits, food and drug law and - finally - commercial litigation).

General Corporate Trends:

As expected, we have recently seen a move on the part of DC firms towards seeking corporate associate candidates with a more varied practice base. Thus, instead of seeking candidates with one particular practice strength, firms are beginning to look for qualified candidates with broad-based practice area expertise in multiple corporate practice areas. Here are some examples:

[Washington D.C. office](#) seeks junior to mid-level finance attorney having 3-5 years of experience with: equipment lease/finance; commercial lending; and corporate finance experience, representing financing parties and customers. A general corporate background is a plus.

DC office seeks corporate associate with 3-6 years of experience in general corporate law, private equity, mergers and acquisitions and/or securities.

DC firm seeks an attorney with private M&A and private equity experience.

Washington, DC seeks an associate with 2-3 years of experience in business transactions and general corporate law.

Other corporate practices that have been showing strong signs of growth include mergers & acquisitions, investment funds/management and, to a lesser degree than in past years, capital markets and private equity.

Interestingly, firms seem to be moving through the interview/hiring process more quickly in DC than other markets (especially as compared to past years). While candidates should still expect to budget a minimum of six months for a comprehensive job search, this increased speed in hiring is a positive indicator that demand is increasing and that firms recognize the need to move swiftly in order to obtain top talent.

Intellectual Property Law:

The hottest practice area, by far, is patent law. Firms of all sizes continue to seek patent prosecution and patent litigation associates at all levels. The majority of demand is for candidates with an advanced degree in electrical engineering or computer science, but there is some demand for those with a mechanical engineering background. Additionally, we have recently noted a slight increase in demand for candidates with an advanced degree in chemistry.

We have also noticed an increased demand for strong IP transactional (tech transactions) candidates. While this practice area has typically been hottest in the New York and Boston markets, firms in the DC area are also seeking candidates with a tech transactions background in early 2012.

Regulatory Law:

Food and drug law appears to be very hot in DC right now, with an unprecedented demand for candidates with FDA experience. We are aware of at least 6-8 firms currently seeking to expand their FDA practices. Similarly, health care regulatory practices seem to be doing well in 2012, with multiple firms seeking to increase their presence in this arena.

DC law firms also continue to try to expand their energy regulatory practices, particularly at the partner level and in the FERC sector. We have had a number of requests from law firms seeking energy regulatory partners with FERC experience and a large portable book of business and have also had numerous

requests from firms looking to add a FERC practice group to their DC office. Many firms are also seeking to expand their energy practices at the associate level, with the greatest demand being for associates with energy project finance, energy tax, and/or energy regulatory experience.

Lastly, numerous firms continue to seek strong environmental regulatory candidates with broad-based experience, particularly at the mid-level.

Litigation Trends

We are finally seeing a small but meaningful spike in the number of commercial litigation openings. Unfortunately, we suspect that the firms looking to make such hires are simply filling in vacated positions rather than looking to grow existing and busy litigation practices. We have thus far noticed a decreased demand for white collar practitioners, as compared to 2011, with the focus thus far in 2012 being on commercial litigation and patent litigation practitioners.

Other Hot Practice Areas:

For the first time in years, trusts and estates practices across the east coast are busy and are looking to add to their ranks. This is also the case in Washington, DC and we expect this trend will continue throughout the first half of 2012.

We are also seeing some more activity on the executive compensation/ employee benefits front, with several new listings appearing thus far in 2012.

Lastly, we are also seeing an increased demand for tax candidates, primarily for those with a strong transactional tax background. The majority of law firms that are searching for transactional tax associates are focused on mid-level candidates with strong deal support experience, on M&A, private equity and other matters. Tax-exempt experience continues to be highly sought after and we expect this trend to continue throughout 2012.

Conclusion:

2012 may be a bit of a game-changer. While general litigation positions are virtually non-existent (with the exception of commercial litigation), there appears to be a slight pick-up in hiring across the board, with very little in the way of cold practice areas. Some of this can be attributed to timing (e.g., firms have recently determined their 2012 fiscal budgets and are also filling in newly vacated positions). It remains to be seen what existing trends will show staying power and what new trends will develop.

The "sweet spot" for hiring continues to be at the mid-level, with candidates with 3 to 5 years of experience seeing most of the action. With few exceptions, candidate with more than six years of experience will be expected to bring a portable practice to be considered.

State of the Market: Boston/New England

by *Katy Anderman*, Recruiter, BCG Attorney Search

Boston/New England Market

The Boston legal market is showing signs of steady growth in the first half of 2012. We are seeing an uptick in hiring, particularly in the transactional areas - corporate, real estate and tax. Intellectual property is also booming and we are seeing the beginning signs of increased hiring in some litigation sectors. Although we are seeing an increase in the number of open positions, firms are hiring judiciously, and are taking their time

to evaluate, interview and hire candidates. We expect hiring to pick up in the 2nd and 3rd quarters as firms begin to fill their openings. This should cause a ripple effect that will result in additional open positions as some firms will need to hire attorneys to replace those who recently left.

General Corporate Trends

In 2011, we saw an increased need in Boston for corporate attorneys with wide-ranging practice area expertise (M&A, capital markets and venture capital matters). We are still seeing a need for corporate generalists, however several firms are also looking for corporate attorneys who specialize in the following areas: fund work (hedge funds, private equity funds and funds of funds), investment management, and finance/lending. Several firms are seeking attorneys with experience in debt finance, securitization, and/or commercial mortgage finance - a trend we are seeing mainly in the Boston market.

Real Estate

As in 2011, Boston firms continue to look for top-level commercial real estate associates (particularly at the mid-level), and partner candidates with portable books of business. The majority of these firms are focused on finding real estate candidates with some level of real estate finance expertise although we have seen a few positions open up for attorneys with commercial real estate, zoning and real estate fund experience.

Intellectual Property

The IP trend that is sweeping the nation continues in the Boston market. The focus in late 2011 - in Boston and elsewhere on the east coast - has unquestionably been on attorneys with an electrical engineering or computer science background. Now is probably the best time in years for IP attorneys with these technical backgrounds to seek to make a lateral transition.

The patent prosecution market remains very vibrant right now in Boston. Here we are seeing a need for prosecutors at all experience levels and with a wider range of technical backgrounds. For example, firms are looking for USPTO-licensed patent prosecutors with biotechnology, pharmacology, chemistry, physics, computer science and/or electrical engineering backgrounds.

The **IP-litigation market** remains strong for those attorneys at all levels with a technical background (electrical or computer science engineering degree).

Those IP attorneys who focus on **transactional work** will continue to see a few more opportunities arise as a result of the increased corporate deal flow at many prominent firms.

Litigation

For the first time in a few years, we are seeing a slight resurgence in law firm litigation hiring - both at large, national firms and at more regional firms. The interest, at this stage, is primarily in mid level commercial litigators, mid-senior level litigators with traditional labor and employment experience and mid level associates with financial/securities litigation experience.

Note that the litigation market continues to be extremely competitive, with opportunities primarily going to those candidates with exceptional law school and law firm credentials.

Other Practice Areas

In addition to the above practice areas, Boston law firms continue to seek qualified health care attorneys at

all levels. This is a very good time to consider making a lateral move if you practice in this area.

SOUTH

State of the Market: Texas

by *Suzanne Dupree Howe, Esq., Managing Director, BCG Attorney Search*

Positions have steadily increased in Texas in a number of different practice areas. We are seeing consistent growth in the transactional markets especially with needs in corporate, transactional energy, and now even real estate. What a difference a year has made for real estate! Increased needs in real estate are a terrific economic indicator of our continued growth in the legal market in Texas.

While we are excited to see this growth in the legal market [compared with last year and especially 2010](#), it is still a highly competitive market with a large applicant and interview pool for every position. Many of our candidates have had to be patient throughout their job search and often go on multiple interviews before landing the right position.

As always, with its low cost of living yet comparable firm salary structure, Texas remains a great option for partners and associates. Out-of-state transactional candidates find little barrier to entry in Texas as long as they have strong credentials, however litigation candidates may be less competitive without the Texas Bar. Signing up for the next available bar exam, or gaining reciprocity shows dedication to a move to Texas on a resume.

Below is a breakdown of various practices areas as they relate to firms' needs in Texas:

Partners

Partner movement remains high as many firms have fared better than others throughout the recession. Many firms have expressed their desire to review partner candidates with portable business. BCG Attorney Search is a leader in partner placements nationwide, and we can use our contacts to make that transition very smooth and confidential for you. If you are interested in confidentially discussing in any of these opportunities, please contact our Texas office at 713-270-1199.

Bankruptcy

This practice area has slowed since 2008 and 2009 but there are still positions on a rolling basis.

Litigation

Strong litigation candidates are always actively being sought in Houston and Dallas though needs have tapered off somewhat since the end of 2011 in this area. Candidates with judicial clerkships and solid writing skills have a definite competitive edge.

Labor and Employment

Employment needs have rolled in and out over the last six months, though most firms are looking at either the mid-level or partner level.

Corporate

This area of law has really picked up from last year. Many of our clients are considering corporate resumes

with strong deal experience. Private Equity experience remains a hot area for firms.

Tax

Tax needs have been much more prevalent in 2012 thus far. Like real estate, tax needs are a good economic indicator of heavier deal volume. It is very exciting to see more needs in this area. Candidates with an LL.M. from top programs such as NYU, Florida, and Georgetown are most valuable to the firms.

Intellectual Property

IP litigation needs have been very consistent. We are seeing many needs in this area for those with a background in electrical engineering or computer science. This is a great time to move as firms are getting busier and have ample work to go around.

Patent prosecution needs have also increased at firms in Texas and this is a trend we have noticed nationwide. Particularly attractive to firms are those attorneys with a background in electrical engineering, chemical engineering, physics or computer science. In Houston, candidates with experience in oilfield tools are highly valued.

Energy and Project Finance

Transactional energy associates are heavily in demand in our Houston markets. We have positions in M&A, development, cross-border, and project finance. This is probably the most active area for [hiring in Houston](#).

Employee Benefits/ERISA

This practice area has tapered off since a record high level of needs in 2010. However, these candidates are always marketable.

Real Estate

As I mentioned, needs in this area have dramatically increased! Candidates at the junior and mid-level are being sought across Texas.

State of the Market: Louisiana

by [Suzanne Dupree Howe, Esq.](#), Managing Director, BCG Attorney Search

New Orleans law firms have needs on a rolling but scattered basis. We currently have needs in corporate, real estate, and litigation. Candidates with personal ties to the area are often favored for this market.

State of the Market: Atlanta

by [Suzanne Dupree Howe, Esq.](#), Managing Director, BCG Attorney Search

[Atlanta law firms have had very strong needs](#) in real estate, healthcare, employment, IP litigation, and corporate. Atlanta usually trends similarly to needs in Texas and we have had major increases in corporate and real estate positions recently.

State of the Market: Charlotte

by [Suzanne Dupree Howe, Esq.](#), Managing Director, BCG Attorney Search

As a major hub for finance work, Charlotte continues to have almost constant needs for junior to mid-level finance candidates with excellent credentials. Candidates with mortgage experience are highly sought as well as general corporate candidates. We have also had consistent IP needs across North Carolina and in Charlotte.

FOREIGN MARKETS

State of the Market: Europe and Asia

by *Claudia Barnes*, General Manager, BCG Attorney Search

London

Hot Practice Areas:

Corporate

Without a doubt the biggest need in London is for well-credentialed and experienced corporate attorneys. Corporate attorneys with 1-6 years of experience in any of the following will undoubtedly get multiple interviews: banking, finance, capital markets, mergers and acquisitions, structured securities, securitization, CDO, private equity, fund raising work, cross border work, IPO, financial services regulatory (FSR) work, investment banking matters and management, securities, and structured finance. Candidates must come from a leading law firm and have excellent academic credentials.

Energy/Project Finance

There are a number of opportunities for true energy/project finance lawyers in London. Specifically, firms seek candidates at the mid to senior associate levels with experience in the following: finance and project contracts for projects within the oil and gas and petrochemical sectors in the UK, the Near and Middle East and Africa; advising on oil and gas financing (including reserve-based lending); upstream and midstream oil and gas including upstream contracts, UK petroleum licensing, joint operating agreements, farm-out agreements, oil and gas sale and marketing agreements, oil and gas transportation and processing agreements, unitization agreements, product sharing contracts, and other principal upstream oil and gas agreements.

Construction

English offices are seeking construction attorneys with experience at all levels. Attorneys should have experience in non-contentious and contentious construction matters and possibly international projects (in particular energy and oil and gas projects).

Steady Practice Areas:

Bankruptcy

There is an opening for a bankruptcy attorney having 2+ years of experience gained in a firm noted for its expertise in contentious insolvency work.

Employment

A London office seeks an employment associate with more than five years of experience who can handle a variety of contentious and non-contentious work. An interest in international employment issues would be advantageous.

Environmental

There is an opening for an environment attorney with two years of PQE and solid environmental law experience. The candidate will handle a broad mix of work including a thriving stand-alone regulatory practice as well as corporate support to departments across the firm. The candidate will be drafting and amending documentation; reviewing documentation; advising and liaising with clients; attending client meetings; managing client expectations appropriately; business development; and legal development.

Technology Transactions

A London office seeks a mid-level associate having 3-5 years of PQE to join a non-contentious IP/IT practice. The candidate will draft and negotiate complex IP, IT and commercial agreements. The candidate will also advise on brand protection and other soft IP issues with a particular emphasis on the application of the Internet and digital media; advise on data protection and privacy regulation and global ecommerce regulation; and provide IP/IT support on corporate transactions such as venture capital, M&A and IPOs.

Insurance

There are a nice number of openings for true insurance attorneys who have insurance coverage or reinsurance experience. Firms are seeking candidates at the junior, mid and senior levels.

Litigation

There are a handful of openings for commercial litigators with 2-5 years of experience in London. The areas of law include: international arbitration, restructuring and insolvency, general commercial disputes, professional negligence, energy disputes, claims in relation to agents, media, sport and art related disputes.

Tax

We are happy to see a few openings pop up in the tax area. Candidates should have experience in tax advice on corporate transactions and general corporate tax planning (including acquisitions and disposals, joint ventures, start-ups, reorganizations, partnerships, financing, flotation listings). In some cases, candidates will be advising on all aspects of corporate and real estate tax, including structuring transactions tax-efficiently and group tax planning, as well as advising on legal documentation. Knowledge of VAT and stamp duty land tax would be helpful.

Europe (Belgium, France, Germany, Greece, Holland, Italy, Russia, Spain)

Antitrust and Trade Regulation

There are several openings for qualified competition law lawyers in Brussels. The ideal candidates will have 1-6 years of experience in advising on national and European competition issues across a wide range of sectors. Candidates must be fluent in English and proficient in another language, such as German or Dutch. Candidates also must be EU qualified.

Corporate (HOTTEST Practice Area)

There are a number of openings for corporate attorneys in Brussels, Frankfurt, Netherlands, Moscow, Madrid and Paris. Firms are seeking candidates at all levels with experience in one or more of the following areas: mergers and acquisitions, capital markets, finance, banking, and private equity. Some firms prefer candidates with US law firm experience. And in some cases, an LL.M. and fluency in English, Dutch, German, French, Russian, and Spanish is required. Top academic and professional credentials are required for all positions,

and in some cases candidates should be US or UK-qualified.

Employment

There is one opening in Brussels for an employment lawyer with 2-5 years of experience. The candidate should be able to work in French, Dutch, and English.

Patent and Trademark Prosecution

Firms in Brussels and Munich are seeking junior to mid-level patent attorneys with life sciences, electrical engineering, mechanical engineering or physics backgrounds. Candidates should be fluent in English and German or Dutch.

There is a small need for junior trademark attorneys in Moscow. Candidates should have experience with: all aspects of trademark prosecution and cancellation proceedings, portfolio and file management, IP due diligence, agreement drafting (licensing, franchising, domain registration), and assisting partners and senior trademark attorneys. Knowledge of Russian and English is essential.

Litigation

There are litigation openings in Brussels, Amsterdam, Athens and Moscow. Firms are looking to hire native Europeans who are already qualified in the EU. Firms are looking for candidates at the junior, mid- and senior associate levels. In all cases, qualified candidates should have an excellent knowledge of English. With the exception of Athens (where firms tend to seek candidates with shipping litigation experience), firms seek candidates familiar with issues related to litigation and arbitration matters on a global scale.

Tax

There are a few openings for junior and mid-level tax attorneys in Brussels and Frankfurt.

Asia (China, Japan, Singapore, Thailand)

Construction

There are a couple of openings in Beijing for construction/project contract lawyers at the mid- and senior levels. Candidates must have top academic and professional credentials and admission to Australian, US, UK or PRC Bar. Candidates must be native English or Chinese speakers with an excellent command over the other language.

Corporate (HOTTEST Practice Area)

We are still seeing incredible opportunities for corporate attorneys in Asia. We highly recommend any corporate attorney having difficulty finding a position in a major US market to consider Asia. There is a demand for corporate attorneys at ALL levels in Shanghai, Hong Kong, Singapore, Beijing, Tokyo, and Thailand. Candidates should have experience in one or more of the following: capital markets, securities, mergers and acquisitions, private equity, finance, IPO, FDI (Foreign Direct Investment), FCPA (Foreign Corrupt Practices Act), Hong Kong Takeovers Code Experience, high yield experience, regulatory/financial services, debt capital market, structured finance, and project finance. Fluency in English is required. In most cases, fluency or proficiency in Japanese or Mandarin Chinese or Cantonese is preferred or required.

Employment

There is an opportunity to join the Beijing office of an international firm if you are an employment lawyer with 4-6 years of experience in advising clients on a broad range of contentious and non-contentious labor and employment issues. Candidate should speak Mandarin and read and write Chinese and English.

Energy

There is an uptick in the need for energy attorneys in Beijing, Singapore and especially Tokyo. Firms are seeking candidates at all levels with experience in several of the following: upstream oil and gas field, LNG (Liquefied Natural Gas), mining, power and alternative energy, project development, corporate, mergers and acquisitions, advising on offshore projects and investments, resources work, banking and finance. The ability to speak Mandarin would be of added value.

Intellectual Property

There is a small need for attorneys with experience in technology transactions (also known as Technology Media Transactions "TMT") in Hong Kong. Candidates with experience in drafting IP agreements in licensing and corporate transactions and IP due diligence would be preferred.

In Shanghai, Beijing, and Tokyo, there is a need for intellectual property litigators with experience in a variety of areas including: patent litigation, patent invalidation, freedom to operate search and analysis, client counseling related to protecting patent, trademark, copyrights and trade secrets in China. Candidates should have a technical background in life sciences or electrical engineering and fluency in English and Mandarin.

In Shanghai, there is a need for traditional trademark and copyright prosecution attorneys with experience in trademark registration, enforcement, and counterfeit areas particularly in the Pharma and Hi-Tech sectors. Fluency in written and spoken English and Mandarin Chinese are essential.

Litigation

There are a number of openings for litigators at all levels in Hong Kong, Bangkok, Beijing, and Shanghai. Qualified attorneys will have experience in the following: investigations (internal, regulatory, FCPA, financial fraud), securities, arbitration, complex civil litigation, and cross-border disputes. Candidates should be admitted in US and have English and Mandarin language skills.

Real Estate

Hong Kong and Tokyo firms are seeking real estate attorneys at all levels with leasing, acquisitions, financing, and/or restructuring. Fluency in English and Mandarin or Japanese is critical.

Middle East (Dubai and Abu Dhabi)

Construction

There is an opening for a commercial projects attorney in the Dubai office of an international firm. Candidates must have 4-6 years of experience and must be familiar with concessions, O&M agreements, offtake agreements, and feedstock agreements in a range of sectors (energy, infrastructure, mining and metals, oil and gas). Familiarity with major procurement methods (EPC, EPCM) is desired. Candidates should speak English and have experience working at a top-tier regional or international firm.

Corporate (HOTTEST Practice Area)

There are opportunities in Dubai and Abu Dhabi for corporate attorneys in the mid-level range with experience in the following: Islamic finance, mergers and acquisitions, general corporate or private equity. Firms seek candidates from top regional or international law firms and who speak English.