

Experienced Litigator with Expertise in Probate Litigation Placed with Small Firm in Orlando During Pandemic

Generally, it is quite difficult to place senior litigators without significant books of business, but this one was placed very quickly - and during a pandemic!

This candidate was an experienced Orlando-based litigator with particular expertise in probate litigation and a portable book of business. While she was happy and very highly regarded at her previous firm, too much of her practice had been focused on estate planning lately. The candidate did not mind estate planning and was fine with that being part of her practice, but she is a litigator at heart who would prefer to spend most of her time working on commercial and probate litigation. Therefore, she was seeking to lateral to a firm in Orlando, where she could spend a greater proportion of her time on litigation matters.

This candidate attended a local law school in Orlando and went on to become an Assistant State Attorney with the State Attorney's Office for Lake County, Florida. Seeking to transition into a career in civil litigation, after a few years, she joined a local firm, where she focused on probate, trust, real estate, and employment litigation, along with some estate planning work.

Seeking to work on more sophisticated matters, after a few years, she joined a larger firm, where she represented clients in Trust and Will contests, real estate litigation and contract disputes, and also worked on estate planning matters.

While I was a bit hesitant to work with this candidate because it is generally difficult to place a senior litigator without a significant book of business who did not attend a top law school or have a very cookie cutter resume, she won me over during our initial phone conversation. This candidate was clearly very bright, articulate, friendly, confident, passionate about her work, and would interview extremely well. In addition, this candidate was extremely open-minded when it came to law firms. She promptly approved every law firm I sent her and, as a result, quickly received multiple interviews! During our interview prep calls, it became clear that this candidate was a natural interviewer who would have no difficulty navigating the interview process. Her first interviews were phone interviews. Later, she met with attorneys at one firm in person.

That firm very shortly thereafter gave her a great offer and she promptly accepted!

Conventional legal recruiting wisdom would tell you that it is hard to place a senior litigator without a significant book of business who did not attend a top law school or have a very cookie cutter resume. Such wisdom would also tell you that it is difficult to place anyone during a pandemic induced government shutdown. However, this candidate just goes to show you that, regardless of what is going on in the market, eagerness, determination, and great interviewing skills can often trump class year, lack of a significant portable book of business, and educational credentials.

This candidate was a true joy to work with and I am sure that she will be very successful at her local firm in Orlando.