

MLA IN-HOUSE COUNSEL RECRUITING CASE STUDY

Building a Mission-Driven Legal Team for a Sustainable Infrastructure Investment Company

The Client:

Publicly Traded
Investment
Management Company

Industry:

Sustainable
Infrastructure

Location:

Mid-Atlantic United
States

The Challenge

A publicly traded investment management company focused on sustainable infrastructure faced ongoing legal hiring needs as the organization evolved and expanded. The company sought highly credentialed candidates with strong law firm pedigrees while operating from a location outside a major legal market.

The combination of stringent talent requirements and geographic constraints created challenges in attracting and retaining the right legal professionals. At the same time, the organization's mission-driven culture meant candidates needed more than the right technical qualifications; they also needed to be genuinely aligned with the company's commitment to sustainable investment and responsible infrastructure development.

As growth continued, the organization required legal talent at multiple levels, including Senior Counsel, Deputy General Counsel and, ultimately, General Counsel, creating a need for a trusted partner who understood both the business and the culture.

The Solution

Major, Lindsey & Africa developed a relationship with the company's legal leadership through ongoing business development and market engagement, ultimately becoming a long-term talent partner to the organization. The relationship began with two Corporate Counsel placements and expanded over time to include Senior Counsel, Deputy General Counsel and General Counsel searches, as well as interim legal support. Over the course of eight placements, MLA developed a deep understanding of the company's hiring standards, succession planning objectives, and mission-driven culture.

In conducting searches, MLA focused on identifying candidates who combined strong credentials and relevant legal expertise with a genuine interest in the sustainable infrastructure space. A key component of the partnership was close collaboration among MLA, the legal department and the company's chief human resources officer. The CHRO brought valuable strategic perspective to the hiring process, helping align legal, business and talent priorities while serving as a trusted advisor to executive leadership. This collaborative approach strengthened decision-making and contributed to successful outcomes across multiple searches.

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As leadership needs evolved, MLA provided guidance throughout the organization's succession planning efforts, helping identify and assess candidates for increasingly senior roles and supporting the transition to a new generation of legal leadership.

The Result

Over nearly a decade, MLA helped build and strengthen the company's legal function through multiple successful placements across the organization. Several placed candidates remained with the company for years, advancing into more senior roles and contributing to the continued development of the legal department. MLA's involvement ultimately extended from early-stage legal hires through senior leadership and General Counsel succession planning.

The long-term partnership was built on a combination of search execution, market insight, and trusted advisory support. By consistently delivering qualified, mission-aligned candidates, MLA became a go-to talent partner for the organization's legal hiring needs and expanded its relationship to support additional legal staffing initiatives as opportunities arose.

A key factor in the relationship's success was the strong partnership among legal leadership, the chief human resources officer and MLA. The CHRO played an important role throughout the search process, helping build alignment among stakeholders and ensuring hiring decisions reflected both the organization's business objectives and mission-driven culture. Together, the team focused not only on technical qualifications and credentials, but also on long-term fit and shared purpose.