

MLA INTERIM LEGAL TALENT CASE STUDY

NORTHEAST-BASED AMLAW 50 FIRM



Industry

Law Firm

Location

Global

Expected Assignment Duration

Varied—from 3
months to ongoing

Time To Placement

Days for more
traditional roles,
1-2 weeks for niche
roles

The Challenge

Amidst an ultra-competitive associate lateral market, our law firm client was struggling to hire, address firm bandwidth and morale concerns, and keep up with the pace of client requests.

The Solution

The firm's Attorney Development Manager was familiar with MLA Interim Legal Talent and our capabilities. She reached out to see if the consulting attorney model would work to fill the roles within practice groups where talent and bandwidth were needed. Together with the Talent Acquisition team, we identified which practice groups needed additional support nationally and then completed specific position descriptions and candidate profiles, specific to the needs of the group and the preferences of the regional department heads.

Typically, the firm would look for "junior to mid-level" candidates; however, they were open to candidate profiles that were less traditional in nature. Many of our consulting attorneys have some prior law firm experience mixed with time spent in-house.

The Results

Our contract model has allowed the firm to engage attorneys much faster than their traditional processes of recruiting and hiring associates. To date, the firm has hired 11 MLA Interim consulting attorneys with varying skill sets, including Capital Markets, Corporate, M&A, Tech Trans, Commercial Real Estate and IP. Our consulting attorneys have been able to assist various practice groups across the firm with ongoing client work and internal projects, and the firm has been able to lean on MLA Interim in supplement of their traditional hiring process.