

## MLA INTERIM LEGAL TALENT CASE STUDY

# EXPERIENCED GOVERNMENT & BIGLAW ATTORNEY CARVING A PATH BACK IN-HOUSE

### Organization:

Varying in-house consulting legal roles

### Engagement Duration:

Most recent was temp to perm

### Scope of Work:

Corporate legal work

### Location:

New York Metro Area

### The Attorney Profile

This versatile lawyer came from a BigLaw background, had moved in-house and then took a chance on a government position. He quickly realized government was not the direction he wanted to take his career in, so he wanted to explore how to best market himself to get back into corporate in-house roles.

### The Challenge

The lawyer's resume as of late was a bit unfocused, so he was finding it difficult to find a perm role, which was his goal. He connected with an MLA Interim recruiter to discuss those challenges and the state of the market. While hesitant at first about going the interim route, he came around to considering an interim role to get him to the end goal of getting back in-house in an environment that would be more suited to his experience.

### Working with Interim Legal Talent

While at first the attorney was a little hesitant to take on consulting roles, his MLA Interim recruiter eventually placed him in his first consulting role with a human capital management solutions company. The interim counsel made a wonderful impression on our client and proved to be an asset to the team. He very quickly felt it was a wonderful match and a great decision to take a chance on a contract role in order to get into a wonderful organization. He became such a vital asset to the client that he stayed on through a few rounds of COVID-related layoffs before the last of the interim counsel on the team were unfortunately laid off.

MLA Interim continued to stay in touch during the early stages of COVID, and once remote work picked up again, we found him a new consulting role to pursue. Thanks to the support of the first client and the strong reference they provided, the interim counsel secured a second consulting role with a healthcare organization. He once again had a successful engagement covering a parental leave. As that assignment came to a close, we then placed him with another start-up healthcare technology company—his third contract assignment.

He stayed on his third contract assignment for nearly a year, where he saw a change in GC and management and continued to successfully support the company through these changes. Though there were discussions about making

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When he was offered an interim role as a permanent employee, he confided in his recruiter his long-term goals and desire for something different as a permanent option. After many months, a new interim role that was a better industry match for his goals and that had potential to become permanent became available. Our interim counsel decided to take this new opportunity to better align with his career path. After a few months, he was made a permanent offer to join, and he accepted.

### **Success Story**

Though this talented attorney had taken a sidestep in his career, he was able find his way back to the place where he wanted to be in his legal career by taking on a series of consulting roles that positioned him for the right permanent, full-time in-house position. Each role taught him new skills and built his resume, while also allowing him to share his expertise with clients that needed it.