

MLA IN-HOUSE CASE STUDY

Legal Recruitment Solutions for a Global Diversified Manufacturing Organization

A global diversified manufacturing organization faced complex challenges in building an agile, culturally aligned legal team to support its worldwide operations. MLA's initial engagement focused on the placement of a key leadership role to support the general counsel. This marked the start of a 20+ year collaborative partnership, resulting in many successful placements due to the recruiting expertise of our In-House Counsel Recruiting Team and our Interim Legal Talent Team.

The Client:

Global Diversified
Manufacturing
Organization

Industry:

Manufacturing

Location:

Global

The Challenge

The client, a global diversified manufacturing organization, faced considerable complexity in developing and sustaining an effective in-house legal team that would support its wide-ranging business operations. The need for top legal talent to lead key legal functions, with the ability to develop their respective teams and plan for future, and seamless succession planning for critical legal and compliance roles were required. It was paramount for the legal team to be seen as strategic partners and advisors to the business. For this organization, it was equally as important for each candidate to align culturally with the company's respectful, collaborative and supportive work environment.

The Solution

From the start of our engagement, beginning with in-person meetings, MLA established an open, direct, and consistent communication approach with the client. Through this approach, we were able to establish a relationship, where we were seen as strategic advisors in supporting the legal hiring objectives for The Office of The General Counsel. Our guidance was routinely asked for and welcomed by leadership. The team expanded services to include interim legal talent placements, leveraging support from the network of MLA offices. To ensure seamless transitions for pivotal positions, MLA developed a succession planning strategy for their key legal teams, partnering with colleagues to source candidates with specialized expertise, which allowed for the additions of talented attorneys, capable of developing into leadership positions. Above all, MLA prioritized cultural fit throughout the recruitment process, with MLA leadership personally screening candidates to ensure alignment with the client's values and work environment. This focus on cultural synergy was integral to every stage of the process, reinforcing commitment to quality and fostering long-term partnerships.

The Results

Through these efforts, MLA successfully placed multiple key legal roles, while strengthening the development and stability of the client's in-house legal team. The client's ongoing commitment to professional development and long-term retention was further supported, evidenced by lasting candidate loyalty and adaptability. Consistent communication, a strong emphasis on cultural alignment, and high standards in candidate selection contributed to enhanced client satisfaction. With every engagement, MLA continued to earn the confidence, trust and respect of the client. The collaborative, team-based service model enabled MLA to deliver both full-time and interim solutions tailored to the client's specific requirements.