

Interim Legal Talent Snapshot

2026

As legal and compliance departments and law firms navigate evolving regulatory demands, accelerated commercial and digital transformation, and shifting economic conditions, the need for high-value, on-demand interim counsel and compliance professionals remains essential. Organizations increasingly rely on MLA's alternative legal services provider (ALSP), Interim Legal Talent, to address evolving, practice-area-specific needs without the time or cost commitments associated with full-time hiring.

Interim Legal Talent's team provides flexible access to experienced legal professionals, quickly matching in-demand skill sets to immediate legal and business needs across the U.S., EMEA, and APAC. Our interim counsel help bridge bandwidth and expertise gaps, enabling legal and compliance teams to remain agile, productive, and cost-efficient amid regulatory and technology-driven change.

GEOGRAPHIC PLACEMENT DATA

We placed interim counsel across **4 continents** in **12 countries** and from **36 of the 50 U.S. states** in 2025.



2025 BUSINESS METRICS



The average duration of assignment for an MLA interim counsel is **7 ½ months**



80% of MLA interim counsel professionals hold **10+ years of practice experience**



91% of MLA Interim engagements conclude **successfully**



MLA Interim presents interim counsel candidates for consideration within **2-4 business days**

78%
REMOTE

4%
IN-OFFICE

18%
HYBRID

CURRENT MARKET UPDATE

Interim legal engagements through MLA's ALSP, Interim Legal Talent, remains strong into 2026, driven by rising regulatory complexity, rapid tech adoption, and ongoing pressure on legal and compliance departments to remain agile and cost efficient. Organizations continue relying on interim counsel to address immediate bandwidth and expertise gaps, avoid long FTE hiring cycles, and support specialized, project based needs.

Demand is especially high in regulated industries, including financial services, healthcare, energy, fintech, and life sciences, where organizations rely on ALSPs to manage compliance, privacy, and evolving regulatory workloads. Interim counsel is increasingly expected to handle adjacent work across privacy, regulatory, and operational risk areas.

Technology and AI driven workload growth is accelerating the need for interim counsel who can support commercial contracting, product rollout, SaaS agreements, AI governance, data privacy, and digital workflow modernization. Attorneys with AI fluency, from contract analytics to due diligence tools, are commanding a premium.

Transactional interim roles remain in high demand, particularly in commercial contracts, privacy, M&A, and finance support across private equity, financial services, and real estate. Many companies leverage interim counsel to keep deals moving while permanent searches extend across multiple months.

Interim-to-perm conversions continue to rise, reinforcing interim staffing as a strategic pipeline and succession planning rather than a stopgap. Long term assignments and fractional leadership models, including fractional GC / CCO, are expanding globally as companies seek flexible, scalable legal support.

Legal operations-focused interim roles are growing as legal departments prioritize efficiency, law firm panel reduction, ALSP partnerships, tech stack optimization, and AI-enabled workflows. Demand for interim legal operations talent remains elevated through 2026, reflecting the shift toward data driven, tech forward legal departments.

HOT PRACTICE AREAS/INDUSTRIES

We have experienced an increased demand for skilled interim legal talent in a variety of industries and practices, including:

- Banking/Finance
- Capital Markets
- Commercial Transactions
- Compliance & Risk
- Corporate Finance
- Energy / O&G
- FinTech
- Government Relations
- Healthcare
- Information Security
- Intellectual Property
- Interim General Counsel
- Labor & Employment
- Life Sciences
- Litigation Management
- M&A
- Payments
- Privacy / Cybersecurity
- Private Credit
- Product Counsel
- Real Estate
- Retail
- Supply Chain
- SaaS - Technology Transactions

WHAT MAKES US UNIQUE

Engaging experienced, on-demand interim counsel, legal and compliance professionals in a project-based capacity offers numerous advantages, ranging from reducing reliance on costly outside counsel partnerships, filling expertise gaps and adding department bandwidth, enabling your organization to effectively navigate the intricate landscape of today's legal and compliance matters.

KEY BENEFITS INCLUDE:

Flexible solutions

- Adapt to shifting workflows
- Valuable during transitional and succession periods or workload increases
- Ensures robust and effective risk & compliance programs

Cost-effective alternative

- Fraction of the cost and time of outside counsel and full-time hires
- Immediate access to specialized expertise, knowledge and skills

Critical additions for strategic transactions, regulatory demands and achieving business goals:

- Represent the corporation during third-party dealings
- Collaborate with corporate management, board of directors, clients, and stakeholders
- Align evolving and agile legal department capabilities and expertise with company strategies and goals.

Together we bridge the gap between exceptional interim legal talent and the dynamic needs of legal departments and law firms.