

2022 IN REVIEW

# Interim Legal Talent Snapshot

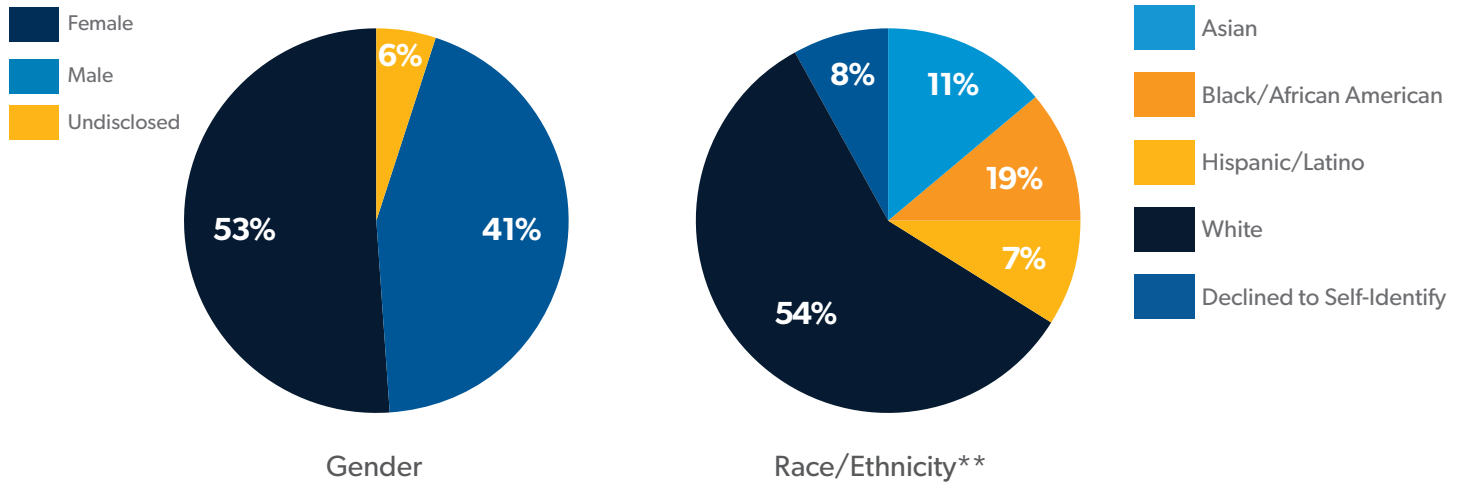
Legal departments and law firms need for talented lawyers interested in consulting assignments and project-based engagements remains ever-present as the economy and hiring landscape present continued challenges. Major, Lindsey & Africa's Interim Legal Talent team excels at addressing bandwidth, expertise and budgetary concerns by matching top legal consultants around the world with legal teams that need immediate support.

Throughout 2022, we partnered with over 400 interim legal consultants, matching them with law firms and organizations around the world, a few of which are highlighted below:



## DIVERSITY IS IN OUR DNA

Below is the breakdown of our diverse consultants in place at the end of 2022.



\*Note: All are self-identified by the MLA consultant. Due to data privacy regulations in Europe and Asia, these represent U.S. placements only.  
 \*\*Broken down by EEO-1 categories

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

- Banking/Finance
- Capital Markets
- Commercial Contracts
- Commercial Lending
- Corporate Finance
- FinTech
- Intellectual Property
- Litigation
- Life Sciences
- M&A
- Privacy
- Securities
- Tech and Commercial Transactions

## MARKET OUTLOOK

As budgets were finalized at the end of 2022, we began seeing more and more GCs exploring the interim model, as they are likely to get approval to hire consultants under their outside counsel spend. And as outside counsel fees continue to increase, bringing work in-house and leveraging interim subject-matter experts allow for much needed cost savings. It also allows current members of the legal team to feel supported, challenged and engaged.

**Enter: Quiet hiring.** Driven by economic unease and the changing nature of work, organizations are exploring hiring “quietly” for projects by identifying the required skill sets for the job and shifting existing employees to cover it or bringing in consultants to expand bandwidth or department expertise.

Interim legal consultants are in demand for more sophisticated roles, including interim CLOs, ethics and compliance counsel, privacy attorneys, SaaS counsel, and pharma reg counsel—among other in-demand practice areas. These more sophisticated roles provide talented attorneys and legal professionals who are actively in transition or testing the market as a result of recent layoffs and cutbacks with resume building opportunities that support both their personal and professional needs.

Law firms are also realizing the value of interim talent. While some law firms have long embraced an outsourced talent model, the furious battle for associate talent in 2022 led many firms to dip their toe in the interim talent pool for the first time, including AmLaw 200 firms as well as smaller regional firms.