

ON CALL COUNSEL

STRATEGIC STAFFING FOR THE LEGAL COMMUNITY

Superior Screening

Who we are looking for: In contract placement, what we are looking for, hands down, is *proven* success. All our candidates, from the Ivy League on down, go through the same rigors: *they must have proven success in the law firm environment*. Whether we are placing for a sophisticated transactional position, a high-end litigation role or for something as pedestrian as contract management or document review, we are looking for proven success on the ground.

Professionalism & Temperament: Working as an attorney in a contract environment is challenging. Of course the basics have to be covered: you must know the subject-matter area and you must have proven success. Just as important, in our experience, is temperament. Some individuals can do the work, but just don't have what it takes to be one *every day*. In the permanent hire context, employers are looking at productivity in week- or month-long time horizons. In the contract world, where time is billed by the hour, there is no room for a "down day." That is why we screen very carefully for temperament. To that end:

First, we insist, of course, on stellar references from multiple prior employers. This process is time-consuming and frustrating; that's why most agencies simply don't follow through. We, on the other hand, verify each and every reference, 100% of the time. Plus, we take the time to engage in real dialogue to discover strengths as well as weaknesses.

Second, we interview, in person, every single candidate, without fail, *twice*. Both our recruiting manager and our executive director interviews each candidate. Why twice? For one thing, making the intake process more grueling helps to establish expectations; ours are high. Second, two interviewers means two sets of criteria. Our executive director litigated for a decade before coming to staffing. Thus, he is looking mostly for temperament, grace under pressure, and professionalism. After conducting 100s of depositions, interviewing countless witnesses and conducting cross-examination in the courtroom environment, he has seen it all. There is no substitute for that kind of gut-level interrogation. Our recruiting director thoroughly screens for skill sets. Having recruited in multiple industries, he particularly knows the kind of expectations that our clients, especially our corporate clients, have. If for no other reason, four eyes are better than two.

Document Review: The most high-volume work we staff is in the document review context. For English-language review, our standards are clear: US-bar admission; multiple prior document reviews for AmLaw 100 law firms; favorable references from both document review and permanent practice positions; and on-the-ground success with the appropriate software. Our clients from time-

to-time have additional criteria, including class rank, law school rankings, as well as a host of other non-law-school experience

needs. Our thorough vetting of candidates ties with our sophisticated database, allows us to screen candidates for nearly every conceivable set of skills. Of course, we screen candidates to particular subject matter areas, to include (but not limited to) patent, entertainment, complex litigation, M&A, securities, D&O, coverage, land use, L&E, and soft IP. Additionally, we screen for: *school, ranking, business experience, accounting, EE, MSEE, other graduate level scientific training, foreign admission, foreign language, USPTO admission, multiple US jurisdiction admissions; international transactional experience.*

Staff Positions: We also frequently staff for substantive positions in transactional, regulatory and litigation work. To this we bring all the strengths enunciated above in the document review context: our thorough skills screening and database management, to bring you candidates that truly meet your particularized needs. Even better, we bring a set of candidates unparalleled in our market. We have over 2,100 fully vetted and screened candidates from every niche imaginable. With our experience and expertise in direct hire and long involvement in that industry, we know the industry standards there and their applicability to contract hire. And we blow them out of the water. We guarantee that every candidate will not only meet your expectations, but exceed them.

Management Tools: In the end, what you are buying in the contract hire context is the management expertise brought to bear by the agency. Of course, there are the advantages to be gained by outsourcing the time-intensive labor involved in screening, interviewing and recruiting candidates for particular work. There is also the benefit of knowing there is a real employer out there to point to for all administrative issues—without the headaches that come from hiring 'independent contractors' directly. The core strengths we bring, however, are emphasis on managing people. In addition to all we do to source, vet and recruit, we spend even more on day-to-day management of our people on the ground. We keep in constant contact with our contract attorneys on-site to ensure that they have everything they need—and that your goals are being met.

VALUE ADDED: Thorough and appropriate vetting, following through, setting high standards, keeping in touch with candidates, and superior use of technology *all mean a better result to you*. Hiring only once for a project, not having to 're-do' a temp's work, getting high productivity for every hour spent—all this means you get what you paid for: **value, quality, service.**

That's the business we are in.

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