

MARKETPLACES & EXCHANGES FOR RECRUITMENT AND JOB-SEARCHING

COMPANY/EMPLOYER	DESCRIPTION ¹
<p>Dept of Justice (DOJ) <i>Justice.gov/careers</i></p>	<p>The U.S. Department of Justice unveiled a new mobile app, called <i>DOJ Law Jobs</i>, intended to provide attorneys and law students with a quick and easy way to find an attorney position or law student internship with the department. The mobile app, available for Apple and Android devices was developed by the Office of Attorney Recruitment and Management and Office of the Chief Information Officer. Users of the app are able to create personalized job searches based on practice area, geographic preference, and hiring organization.</p> <p><i>DOJ Law Jobs</i> includes the following key features: provides instructions on how to apply to attorney jobs and legal internships; saves search criteria for quick access to future opportunities; allows users to save, share, and email their favorite jobs; and provides access to hundreds of attorney jobs and legal internships at the U.S. Department of Justice.</p>
<p>Glassdoor <i>Glassdoor.com</i></p>	<p>Glassdoor is a site where employees and former employees anonymously review companies and their management. Information provided by users includes reported salaries and interview questions used by employers. Glassdoor also provides job postings available on the site or by email through a job search agent. "Enhanced Employer Profiles" allow employers to pay monthly fees to include "official corporate biographies, job listings and corporate Twitter feeds, alongside the untamed voices of their workers.</p>
<p>Inlaw.me <i>Inlaw.me</i></p>	<p>From Founder and President Len Gray's YouTube video: http://youtu.be/vJ2mWjvF7kM - Inlaw.me is an online marketplace connecting experienced attorneys with employers that want to hire them. They dramatically reduce the costs while increasing the efficiency of moving attorneys in between employers.</p>
<p>JDMatch <i>Jdmatch.com</i></p>	<p>JD Match describes itself as "the only online service proactively connecting law students looking for law careers, with law firms looking to hire the best candidates." JD Match purports to go beyond the resume and make matches based on mutual interest, based on its online collection of preferences of both candidates and firms. It includes a Trait Assessment feature, specifically built for lawyers, that gives firms a better sense of how a candidate will fit into their firm. The assessment also helps student understand their strengths as a lawyer.</p>

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<p>Lateral.ly <i>Lateral.ly</i></p>	<p>Lateral.ly is a central platform for lawyers to find job opportunities and for law firms to discover lawyers that meet their hiring needs. Lateral.ly allows law firms to get their opportunities listed on the site. Lawyers fill out a profile and enter their interests to see matching jobs. To apply to an opportunity, lawyers simply “add” the firm’s job. That firm can then view the lawyer’s profile and choose to get in contact or offer the lawyer an interview. Lateral.ly offers a \$5,000 signing bonus when lawyers land a job and charges firms a flat rate for use of their service/platform.</p>
<p>Latville <i>Latville.com</i></p>	<p>Latville is a talent sourcing platform. Hiring managers and recruiters use Latville to get a shortlist of candidates instantly, discover candidate fit, and contact candidates directly. Latville’s value proposition is that it helps employers find “best fit” talent while significantly reducing their time-to-fill and cost-per-hire. Latville is also a career management platform used by candidates to identify their personal strengths, interests and needs.</p>
<p>Lawmatch <i>Lawmatch.com</i></p>	<p>Lawmatch offers two job search tools for legal job seekers, (1) an Active Job Search mode in which the seeker is given access both to jobs posted directly by employers at Lawmatch, and also jobs culled by Lawmatch from other employment sites for corporations, law firms, non-profit organizations and government agencies, and (2) a Passive Job Search mode in which the seeker completes a profile and may be contacted by employers reviewing that profile. There is an additional Concierge service (\$99 for six months) through which a counselor will complete the seekers profile based on a phone interview and manage his or her job search. Legal employers can pay a fee to have positions posted at law schools, or may search and purchase resumes of job seekers or buy banner advertising at Lawmatch.com.</p>
<p>LinkedIn <i>LinkedIn.com</i></p>	<p>LinkedIn is a business-oriented social networking service. The basic functionality of LinkedIn allows users (workers and employers) to create profiles and “connections” to each other in an online social network which may represent real-world professional relationships. Users can invite anyone (whether a site user or not) to become a connection. Individual users can use LinkedIn to find jobs, people and business opportunities, message other users, share and “like” postings, follow companies and individuals, and share and view status updates. Employers may use LinkedIn to post jobs and to research potential candidates. LinkedIn also supports the formation of interest groups which provide limited discussion areas and intragroup networking.</p>

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<p>UpCounsel <i>Upcounsel.com</i></p>	<p>UpCounsel provides on-demand legal services for businesses and entrepreneurs. Clients post a description of the work they want done and any particulars; lawyers submit proposals which the client can pick from. UpCounsel provides tools to allow the client to manage and keep track of the work being done on their account, and payment is made on satisfactory completion of the project. Clients may also retain an outside general counsel for day-to-day legal work. Attorney profiles are viewable on their site including bios, number of UpCounsel projects completed and reviews with ratings. Attorneys are primarily based in California or New York, and are largely from top law schools and have a median of about ten years' experience with many more experienced attorneys.</p>
<p>Zappos <i>Zappos.com</i></p>	<p>Zappos does not post positions on their website, instead providing a statement of the importance of their culture and "we want to get to know who you really are and not let our first meeting just be through a job posting. We invite you to get to know us and we want to get to know you too!" Potential applicants are instead encouraged to join the pool of "Zappos Insiders" who have access to news, events and networking with Zappos employees. Zappos Insiders may enhance their profiles with recruiters by being active on social media and by posting video cover letters.</p>
<p>Zao <i>Zao.com</i></p>	<p>Zao is a social recruiting platform built around the concept of helping employers get better candidates by increasing referrals from existing employees. Zao's technology attempts to make it easy for referrers to recommend friends by matching the employer's job description to the skills of their friends. Zao maintains a leaderboard that ensures that employees get credit for every referral action, whether forwarding a lead, getting an applicant, or sharing a job. Zao encourages referrals with special badges and achievement recognition, and adds a gamification layer to the employer's referral program to make it more fun for employees and to allow the employer to track and manage participation in the referral program.</p>

¹ These descriptions were drafted based on public information and the companies' own websites (hence the marketing spin in some descriptions) and were not provided or reviewed by the companies. This is not an exhaustive list – new ideas and companies are emerging daily.