

2015 ANNUAL EDUCATION CONFERENCE & RESOURCE CENTER EXHIBITION

CHICAGO

The Headhunter Within All of Us: Useful Techniques to Help Law Schools and Law Firms

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Balance between best interest of the Candidate/Employer

Law Schools:

- Cold Calls: calling employers on behalf of individual students to interview
 - SCOPE Program
 - 3L Small Firm Breakfast Program
- Ace-ing the interview
 - Preparing candidates by asking and answering concrete interview questions that employers are likely to pose
 - Sample questions/answers
- Steering employers towards recruiting the best candidates

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Dream Crushers: Crushing Dreams While Paving Careers

- Switching practice groups: counseling associates re realistic moves within groups
 - You can't be a M&A lawyer with only a few years of Real Estate experience
- Counseling your partners on what to look at in a resume
 - Comparable experience
 - Be more flexible on experience class year
- Delivering a real message to a student
- You're not who you think you are

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Drilling the Headhunter

Law Firms (making sure the headhunter is doing their job)

- Question Knowledge of Candidate's fit
 - their client base, written evaluations, reason for moving, status at their current firm, potential layoffs
- Pick up the Phone
 - Recruiting Departments be proactive and engage with the headhunter even if that means you have to call them

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Interviewing the Candidate (have they passed the smell test)

Law Firms:

- Get comfortable with making candidates feel uncomfortable
 - Asking candidates questions about their motivations for making a move and why they are interested in your firm
 - Calling out BS answers
 - Assess personality fit given group dynamics within the firm

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Closing the Deal

Law School

- Post-interview advocating
- Either sell or concede?

Law Firms

- Issue spotting and addressing candidate's concerns (talk to your headhunter)
- Sell the firm: To Smother or not to Smother
 - Show the love
 - Back off

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Lorraine's favorite slide

1. Be responsive what does this mean to you?
2. Who's responsibility is it to find students a job?

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