

# Lateral Associate Hiring Considerations

## Specify the ideal lateral associate candidate:

- Years of experience
- Type/depth of experience (client base exposure, size of deal/matters, specific background, etc.)
- Credentials (school/academic performance)
- Any specific firms or associates to target
- Specific personality traits

## Determine where there is room for flexibility:

- Class year(s) outside ideal parameters
- Associates looking to “retool” or step back a class
- Depth of experience – candidates who may have been deferred earlier in career
- Credentials (tier of school, overlooking outlier grades, foreign degrees)
- Nontraditional background (in-house, government, boutique firm, time off, previous moves)
- Someone with goals other than partnership
- Willingness to pay for relocation or flexibility on office out of which the associate works
- Possibility of working part-time

## Outline and collaborate on the search process:

- What is the timeline for the search? If relevant, why it's taken so long to identify, recruit and/or hire an associate(s)?
- How many rounds of interviews? Who should be on the schedule at each stage?
- Will there be obstacles to scheduling – partner travel schedules, work conflicts, etc.?
- When should associates become involved in the process (second round, post-offer follow up, etc.)? Who are the key associates to sell the group with regard to experience, culture, lifestyle, partnership potential/exit opportunities, mentorship and training?

## Potential Obstacles:

- Reputation in the marketplace/negative press
- Difficult partners
- Attrition within the group
- Practice Group/Firm morale
- Hours
- Client Base
- Speed of recruitment process – significant delays between rounds of interviews, providing feedback or extending offers

---

## Questions Partners May Ask:

- How many similar searches are in the market?
- Who are the group's recent lateral hires?
- How many resumes should be expected in a given amount of time?
- How does the hiring approval process work?
- Do we have authority to offer full bonuses, signing bonuses, other financial incentives, etc. (*Knowing this information ahead of time minimizes delays later in the process*)

# Lateral Associate Hiring Considerations

## Areas of focus when selling to the candidate:

### Firm Specific

- Firm size and profitability
- Firm's strategic growth plan
- Potential to open other offices
- Global reach vs. domestic focus
- Firm management
- Compensation structure
- Ability to work across offices
- Consistency of hours/lifestyle
- Willingness to offer green card/timing
- Firm initiatives and offerings
  - Professional development and training programs
  - Mentoring initiatives
  - Commitment to diversity and inclusion
  - Firm-specific "perks" (office space, gym memberships, social events, tech allowance, etc.)

### Practice Group Specific

- What is the group's story/history? Key moments in time – notable changes or developments
- Growth strategy/trajectory of the group – including any recent lateral hires
- Prominent clients
- Noteworthy accolades, positive press
- Opportunity for travel/international work
- Experience and level of responsibility
- Client contact
- Secondments
- Exit opportunities (be as anecdotal and specific as possible)
- Partnership potential