

# CSOs and Headhunters: Strange Bedfellows or Peas in a Pod

## Types of Resources for CSOs

- Market Specific Knowledge (nuances, specialties, growth & attrition)
- Programs about geographic markets, firms or career paths for students and alums (podcasts, webinars)
- Participate on Career Panels and Programs
- Provide confidential market intelligence for CSO staff

## Benefits

- Can offer programs not provided or budgeted by CSOs
- Can provide better or value added information to students and alumni relating to boutique firms and corporations that do not recruit on campus
- Additional resource for leanly staffed CSOs

## Headhunter Limitations

- Not a substitute for CSOs or the core services provided by CSOs
- Cannot guarantee placements to students or alumni

## Managing the Relationship

- Ensure quality control of headhunters engaged
- Review information to ensure that information shared with students and alumni is objective
- Provide appropriate language on school website to highlight that the opinions of the Headhunters are their own and do not necessarily represent the views of the law school or the CSO

## Presenters

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