

TEN TIPS FOR RECRUITING AND RETAINING TOP LEGAL CAREER TALENT

1. Build a Solid Network

You may not always be looking for new team members, but when interacting with Legal Career Professionals you should always be identifying and investing in people you would like in your network. If you think someone has great potential, stay in touch and be on the lookout for opportunities for them down the road.

2. Support Others

If you are in a position to support those in your network, do it! Foster a reputation as someone who helps others in an authentic way for their benefit. With many competing demands every day, it can be hard to make the time to support a colleague, facilitate an introduction or share resources. However, helping others when you are able will build your reputation as someone with whom people want to work.

3. Take on Leadership Roles

Whether within NALP, your city/region, your community, or affinity groups, being seen as a leader is meaningful. Leaders who invest in others, contribute to the knowledge and development of their organizations, and are willing to improve the status quo are colleagues that inspire.

4. Invest in Pipeline Initiatives

Just as pipeline initiatives increase the diversity and potential pool of talent for the legal profession, they can do the same for Legal Career Professionals. Without a clear career pathway to Legal Career roles, these roles can be opaque and intimidating. By demystifying them through pipeline initiatives, you can expand the pool of potential candidates and ensure you are not artificially limiting your network to those who appear organically.

5. Build a Clear Culture

Work to build and promote a clear organizational and departmental culture. Communicate that culture both internally and externally. What makes your workplace great will be different from others, and accurately identifying and promoting that culture will help attract and retain talent who share the same values.

6. Champion Your Team Internally

Listen to what your team members want from their careers, and think creatively about how you can meet those needs by building growth opportunities. Redistributing job responsibilities among your team may increase job satisfaction for all and give you flexibility when staffing challenges appear.

7. Champion your Team Externally

Where growth opportunities are not available internally, support them in looking externally. Although it is hard to lose great potential, championing development will always pay dividends in terms of your reputation and attracting future talent.

8. Build Trust Within Your Team

Psychological safety is critical to getting the best out of your team and having them enjoy coming to work. Working to build trust involves supporting your team, even when they make mistakes. Collaborating with your team to resolve issues will build the kind of trust that engenders loyalty and helps retention.

9. Treat Your Team Well

Treat team members as individuals. Show interest in what is important in their lives at work and outside of work, and be respectful of their personal time. Advocate for competitive salaries and look for other perks where you can. Always show appreciation for a job done well or going above and beyond expectations.

10. Recruit With Transparency

When crafting position descriptions, focus on identifying the true nature of the role and the actual skills that are needed. With a wide variety of Legal Career roles, the success factors can be unclear and confusing. By clarifying these roles with transparency in job postings, the process will be more efficient for both you and the potential candidates.