

# Mapping Legal Recruiting Teams: Different Paths to Hiring Success

April 9, 2025

### Presenters:

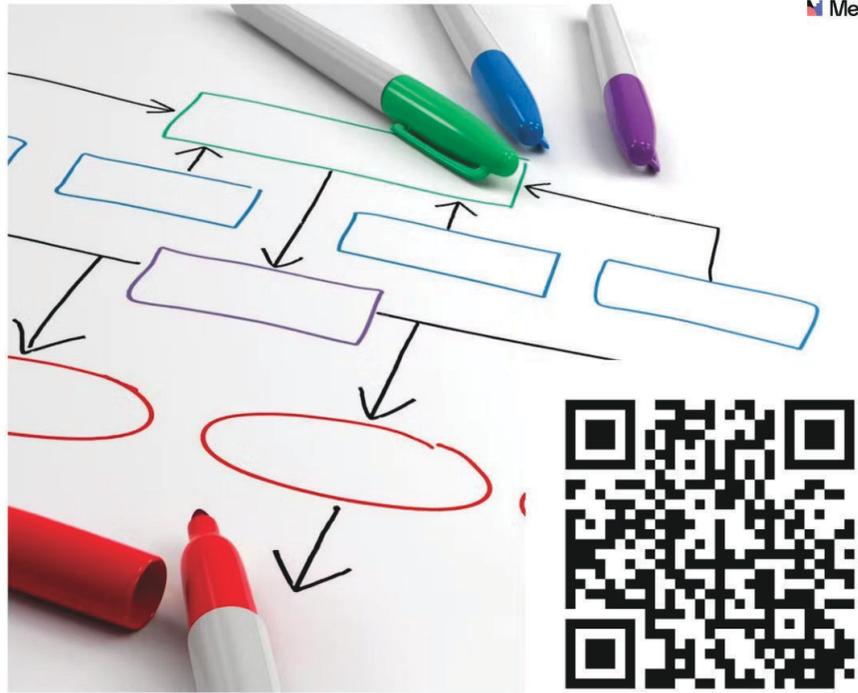
**Clare Fifield** Director of Legal Recruiting, Fish & Richardson P.C.

**Diana Park** US Partner Recruitment & Integration Manager, A&O Shearman

**Trisha Weiss** Director of Attorney Recruiting, Cooley LLP

### Moderator:

**Kim Mordan** Legal Talent Project Manager, Fish & Richardson P.C.

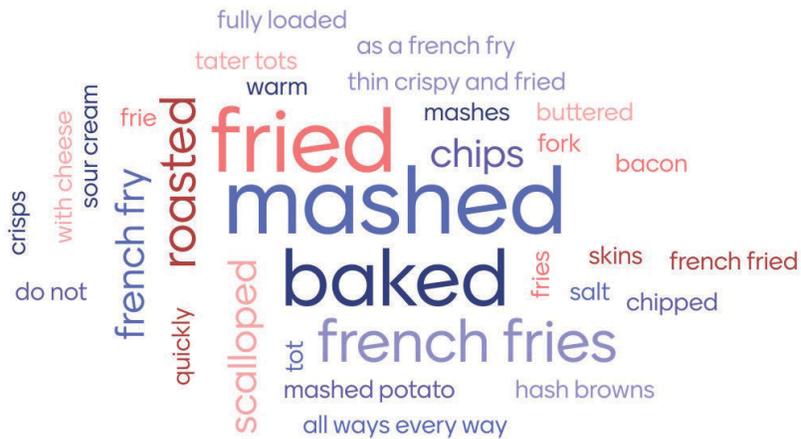


Scan the QR code or visit [menti.com](https://menti.com)  
Code 4147 6380

23

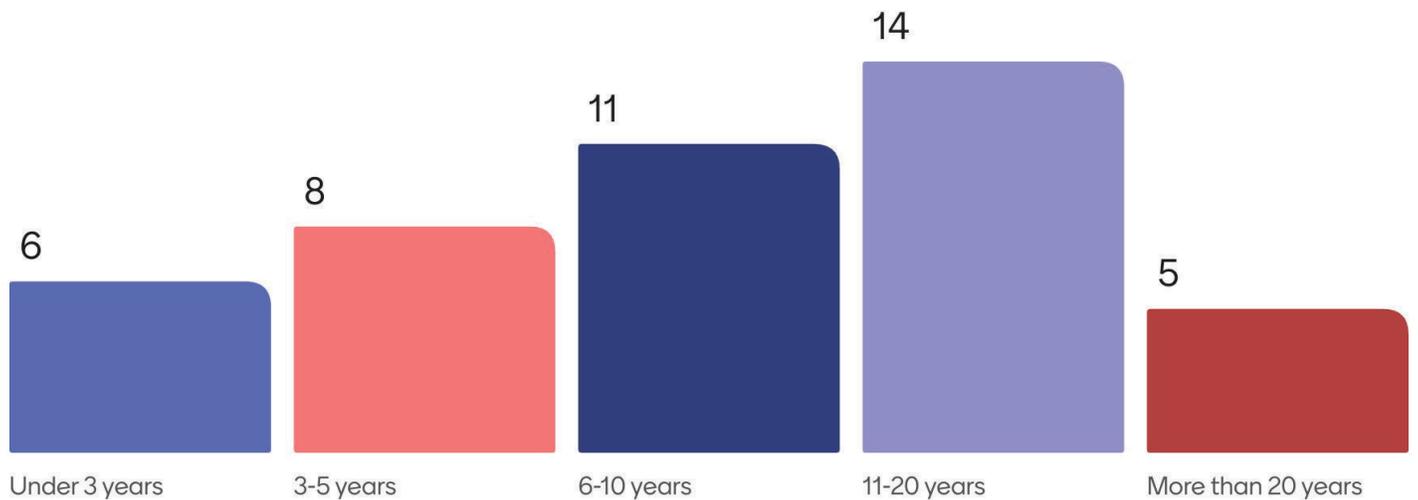
# What is the best way to eat a potato?

76 responses



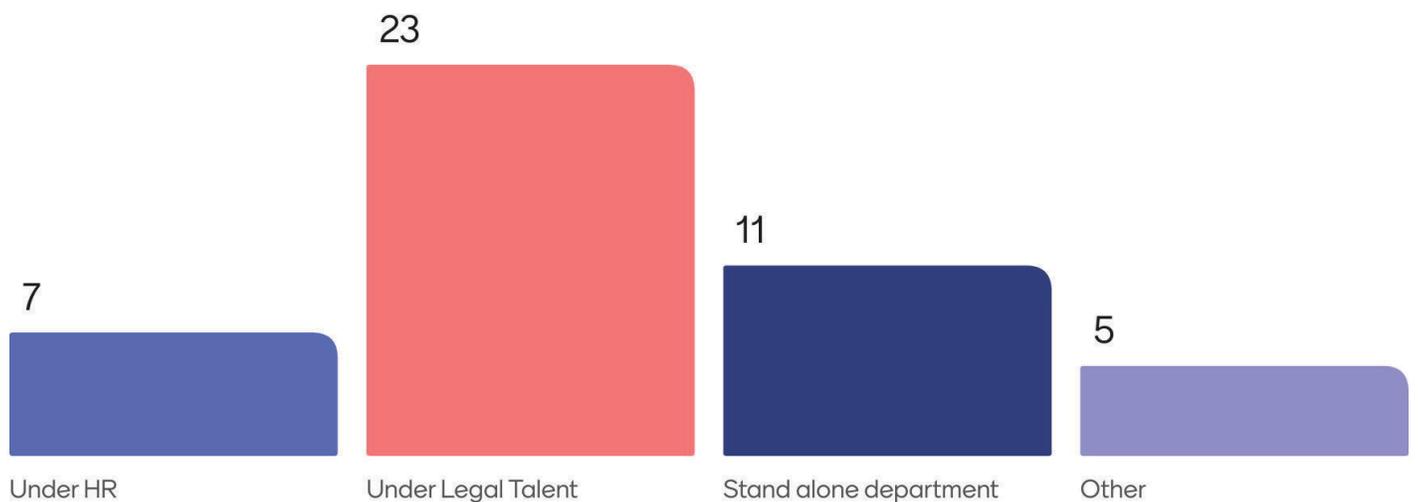
3 44

## How many years have you been doing Attorney Recruiting?



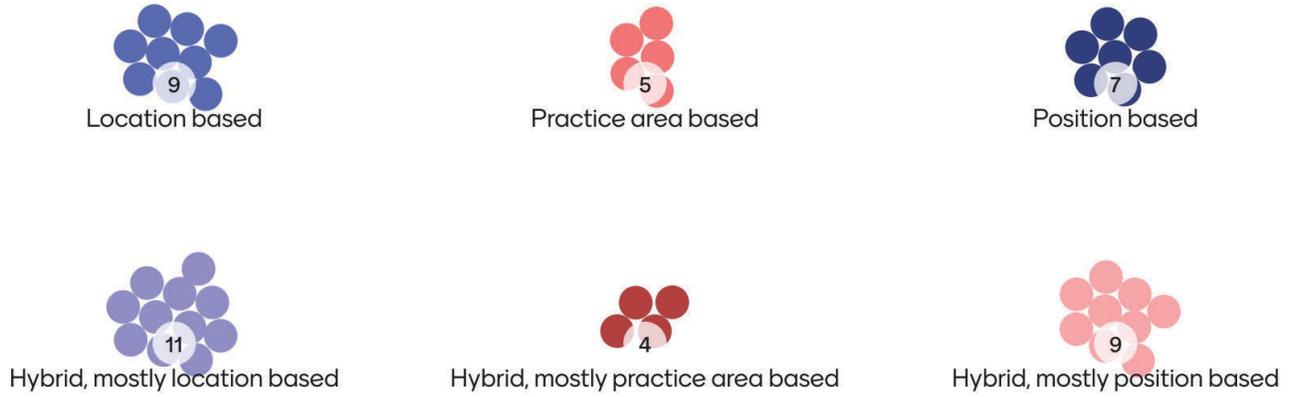
2 44

## Where does the Recruiting Department reside at your firm?

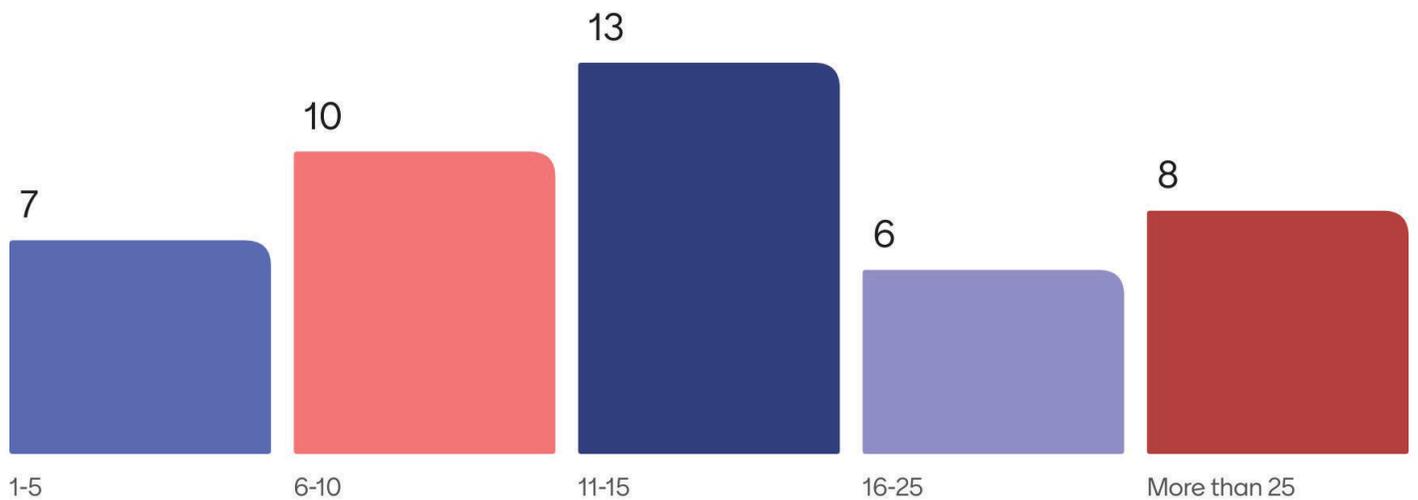


46

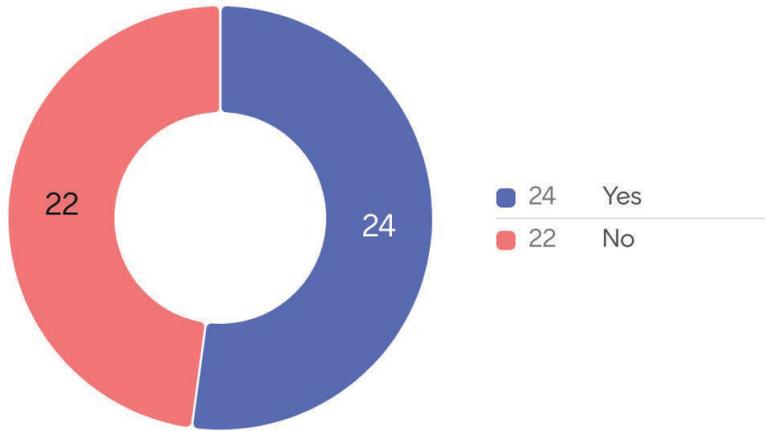
## Structure of responsibilities for the majority of your team:



## How many people work in the Recruiting Department?



Does the Recruiting Department handle the hiring of any non-attorney positions?



What non-attorney positions does your Recruiting Team hire?

- Patent agents
- Patent agents
- Scientific advisors
- Patent Agents
- Patent agent
- Patent agent
- Patent agent & specialist
- Paralegal



# What non-attorney positions does your Recruiting Team hire?

- Counsel, staff attorney
- Only Patent Agents
- Paralegal
- Patent Agent
- Patent agent or special advisors
- Patent agents/tech specs
- Patent Agent, Technical Advisors
- Patent agent



# What non-attorney positions does your Recruiting Team hire?

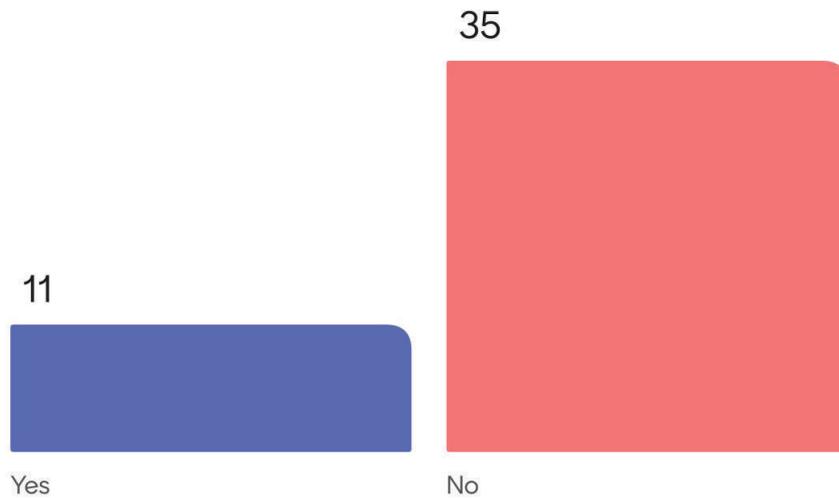
- Patent Agent, IP Specialist
- All staff hiring
- Science advisor
- Patent Agent, Tech Specialist
- Parent agents and analysts
- Conflicts counsel
- Patent agent Technical specialist
- Administration



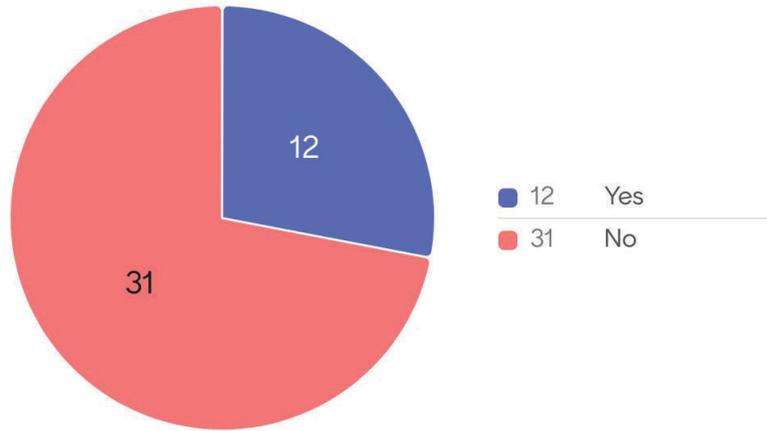
# What non-attorney positions does your Recruiting Team hire?



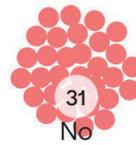
# *Does the Recruiting Department have professional development responsibilities?*



*Does your US based team hold responsibility for your international offices?*



*Does your Recruiting Department have people in roles that are strictly project/marketing/operations?*



# What is your job title?

- Attorney Recruitment Specialist
- Recruiting Manager
- Recruiting Manager
- Director
- Program Manager, IP Recruiting
- Partner recruiting and integration manager
- Associate Director of Attorney Hiring
- Director, Lateral Recruiting



# What is your job title?

- Attorney Recruiting Manager
- Director of attorney recruitment
- Professional Development & Recruiting Manager
- Senior Recruiting Manager
- Legal recruiting manager
- Director of legal recruiting
- Legal Talent Acquisition Specialist
- Legal recruiting specialist



# What is your job title?

- Recruitment Manager, North America
- Associate Recruitment Manager
- Attorney Recruiting Coordinator
- Talent Acquisition Coordinator
- Director of Partner Integration
- Recently promoted to Attorney Recruiting Specialist :)
- Coordinator
- Director of Partner Recruitment



# What is your job title?

- Senior Manager
- Legal Recruiting Manager
- Attorney Recruiting Manager
- Senior Manager, Talent Acquisition
- Regional recruiting manager
- Legal Talent Acquisition Specialist
- Senior Manager, Attorney Recruitment
- Senior Manager of Attorney Recruiting



# What is your job title?

Senior Manager

Director of Recruitment

Attorney Recruiting Coordinator

Senior Lawyer Talent Acquisition Specialist

Lateral Recruiting & Integration Specialist

Attorney Recruiting & Development Coordinator

Director Legal Recruiting

Director of Legal Recruitment & Development



# What is your job title?

Attorney recruiting manager

Manager of Lateral Associate Recruiting

Attorney Recruiting & Development Manager

Coordinator, Lateral Recruiting

Director of US Law School Recruiting



## Mapping Legal Recruiting Teams: Different Paths to Hiring Success

April 9, 2025

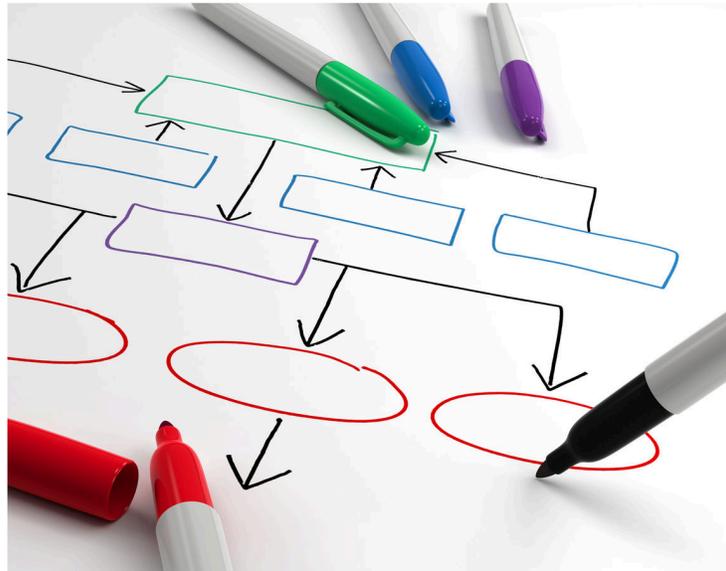
**Presenters:**

**Clare Fifield** Director of Legal Recruiting, Fish & Richardson P.C.

**Diana Park** US Partner Recruitment & Integration Manager, A&O Shearman

**Trisha Weiss** Director of Attorney Recruiting, Cooley LLP

*Moderated by Kim Mordan, Legal Talent Project Manager, Fish & Richardson P.C.*



1

## What we're covering today



SAMPLE FIRM STRUCTURES



THE IMPACT ORG STRUCTURES HAVE ON CAREER OPPORTUNITIES



PROS AND CONS OF DIFFERENT ORG STRUCTURES

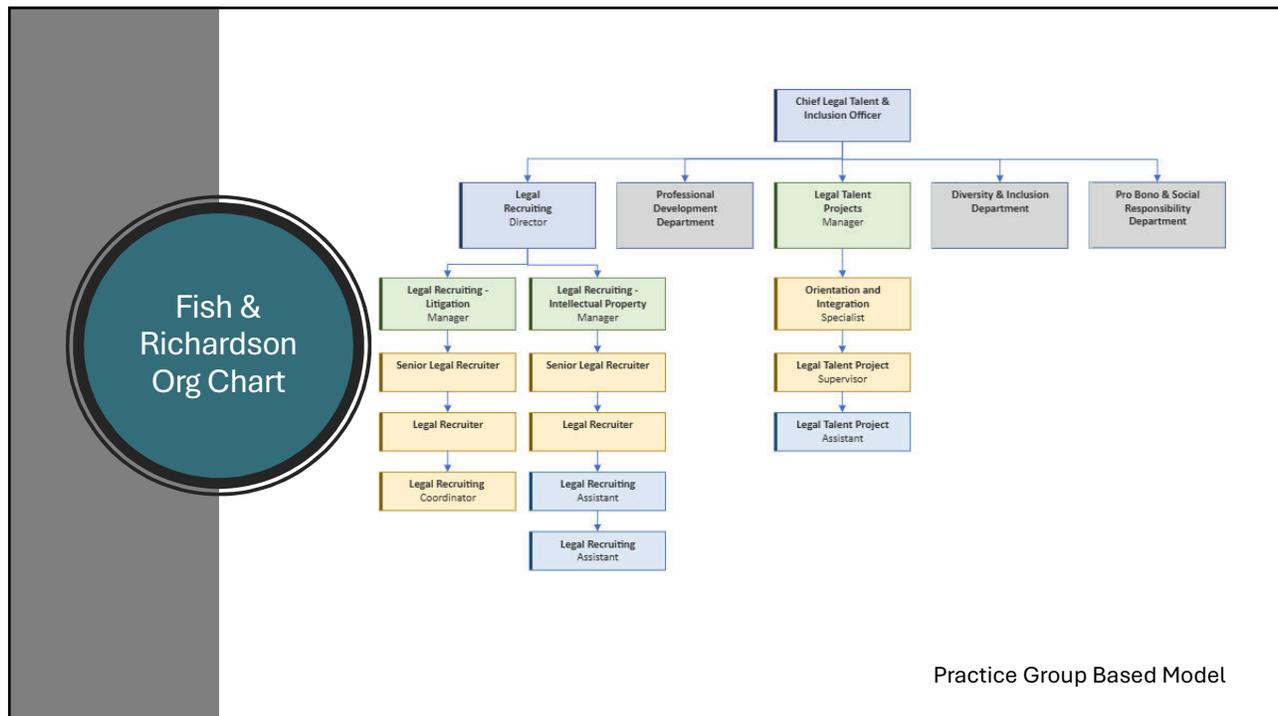


MARKET TRENDS

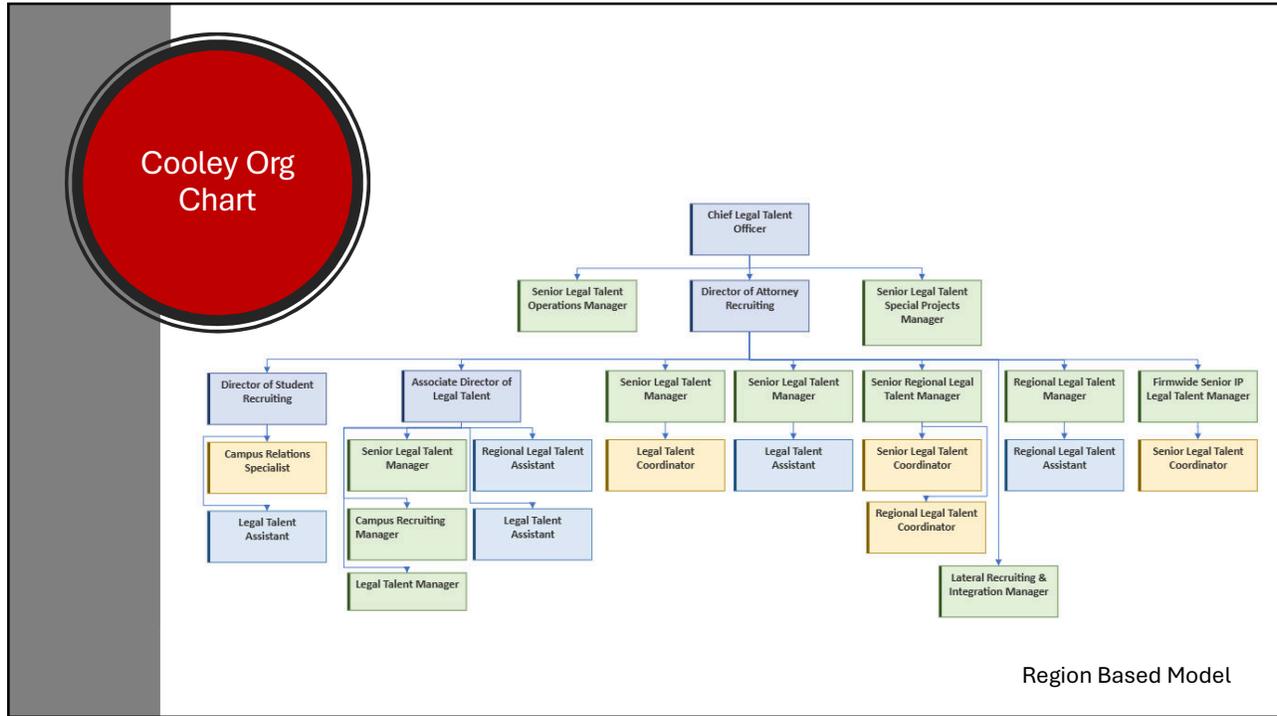
2

# Sample Org Charts

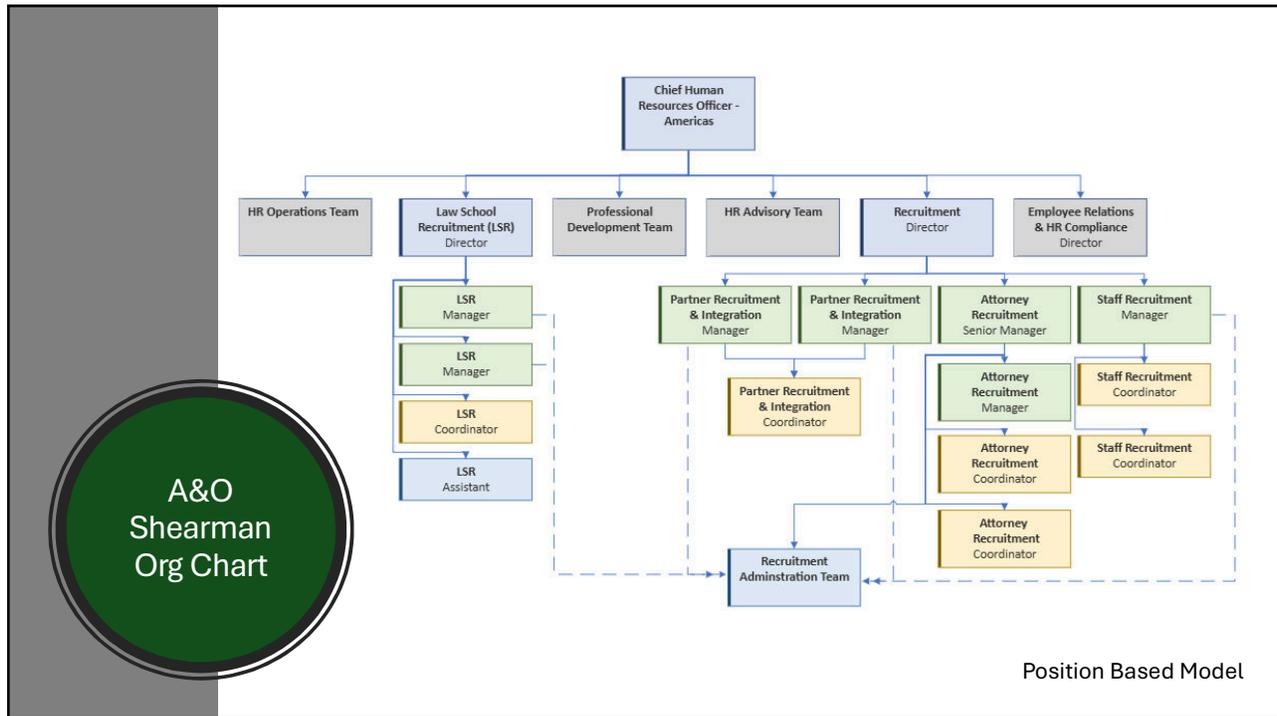
3



4



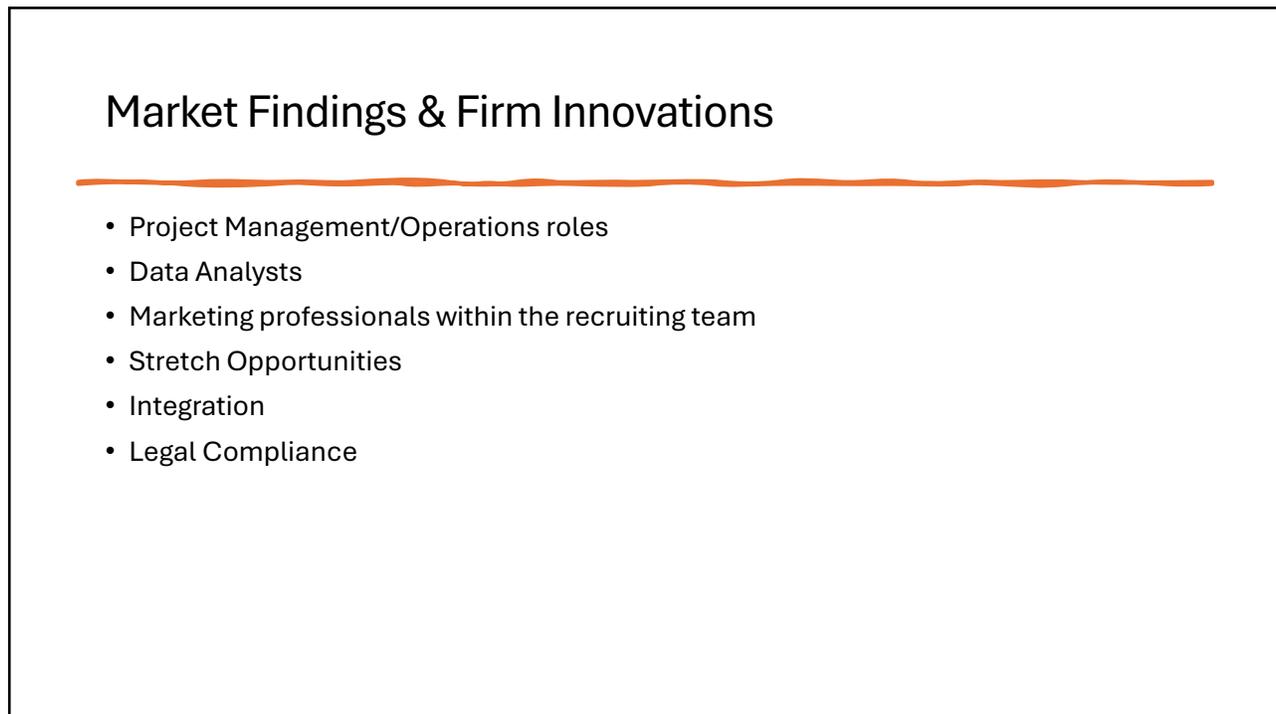
5



6



7



8

## How does everything else get done?

---

- Onboarding 1<sup>st</sup> year associates/formerly summer associates
- Updating NALP Law Firm Profile
- Register for OCI
- Conduct a New York Litigation Lateral Associate Search
- Updating Careers Website
- Partner Recruitment
- Summer Retreat
- Judicial Clerk Hiring
- Applicant Tracking System maintenance

9

## Questions?

---

10