

MEMORANDUM

TO: NALP

CC: Marlon Lutfiyya, NALP Board Liaison to the Recruiting Section

FROM: Jessica Hoffer (Chapman and Cutler LLP) and Kara Barnachea (Venable LLP),
2022-23 NALP Recruiting Section Chairs

DATE: October 17, 2022

RE: NALP Recruiting Section Board Report – October 2022

Enclosed please find a report of the NALP Recruiting Section's activities for July 2022 – October 2022. The Recruiting Section has 489 total members as of October 17, 2022. Ten new members have joined since July 2022.

Our section members have been managing busy workloads with planning and implementing in-person/hybrid summer associate programs, OCI, and lateral associate recruiting. As we head into the third quarter of the year, our members are currently working on law school and student affinity engagement and will be getting ready for 1L recruiting.

Our next section meeting will be on Thursday, December 8, 2022 at 11:00 a.m. PT / 1:00 p.m. CT / 2:00 p.m. ET.

2022-23 Work Groups Updates:

Below please find the updates for each of the Recruiting Section Work Groups.

I. Annual Education Conference / Bulletin Article and Webinar Planning

Vice Chair: Sonja Kent (Simpson Thacher & Bartlett)

The group is working to connect co-authors for Bulletin+ articles as well webinar ideas and submissions. Sonja Kent suggested content for the upcoming NALP year to include branding and marketing strategies for law firms as law students are finding it more and more challenging to distinguish the differences amongst the law firms they meet. We see this as a good opportunity to collaborate with the Lateral Hiring or Small/Mid-Size Firms.

II. Environmental Scanning

Vice Chairs: Ramon Sein (William & Mary)

The vice chair is sending a survey to our members to track office work modes (in person/hybrid/remote) and economic outlook and hiring impacts. Updates will be ongoing as office updates evolve. The group will also solicit additional requests for environmental scanning that would be helpful to the section.

III. Lateral Hiring

Vice Chair: Samantha Gerstein (Venable LLP)

The work group is scheduling a networking section the second week of January with a focus on 1L hiring and partner recruiting. In addition, the work group is updating the lateral recruiting documents concentrating on technology documents.

IV. OCI Forms

Vice Chair: Alex Gharghoury (Brown Rudnick)

There are no additional updates. Current forms are on the NALP website: <https://www.nalp.org/forms>.

V. Recruitment Tools Evaluation

Vice Chair: Olivia Schmit (Sidley Austin)

The vice chair is working with the DE&I work group to compile information from six assessment companies with an eye toward the functionality for Recruiting, Professional Development, and Talent Development teams. They are setting up demos with the companies and drafting targeted questions that will be compiled into an education guide by April. When finalized, the group will work with the Knowledge Management Group to best distribute the information.

VI. Recruiting Director Forum

There is no update from this section as we have not been able to source a Vice Chair to lead this group.

VII. Small/Mid-Size Firms

Vice Chair: Alex Gharghoury (Brown Rudnick)

The group is scheduling a network session to identify pain points the second week of December. Following 1L recruiting, the group will focus on a potential panel presentation in March.

VIII. Federal Law Clerk Hiring

We do not have a Vice Chair to lead this group. Application for the 2024 JD class opens on January 9, 2023. Applications will be released to participating judges on June 12, 2023 and interviews can begin on June 13, 2022.

IX. Member Relations

Vice Chairs: Maria Krupinsky (Venable LLP) and Renee Nielsen (University of North Dakota)

The group receives updates of new section members and sends a welcome email each month. The email includes the dates and logistics of section calls and encouragement to new members to join a work group.

The group will be hosting a networking event for section members in February. The vice chairs plan to have an open discussion about members plans for 1L recruiting, upcoming NALP conferences, and additional resources for members who are not able to attend the in-person conferences in February and April.

X. Communications, Social Media & Marketing

Vice Chair: Molly Isken (Paul Hastings)

The group is working on writing LinkedIn posts highlighting Recruiting Section research and resources.

XI. Knowledge Management

Vice Chair: Samantha Stern (Richards, Layton & Finger, P.A.)

The audit and review process are underway, and the group is waiting to hear next steps once the transition of the new executive director is complete.