

Case Study

Legal Solutions

Executive Summary

Initially faced with a paralegal going on medical leave, our client began with a need for a temporary employee but ended up needing a full-time permanent hire when the incumbent left the role. Our Solutions Practice Group was able to fill both needs with highly qualified legal professionals in a timely manner.

The Challenges

One of our client's paralegals was going on a temporary medical leave. This individual serves as the first set of eyes reviewing most of the department's contracts. The paralegal is then responsible for contract dissemination and follow up. Our client was in need of an interim paralegal with a strong background in contracts administration who could assist the team for a period of two months.

The Approach

Having worked with this client for three years now, our Solutions Practice Group consultants were in tune with our client's culture and requirements. We knew that this role would not be a typical contracts paralegal position, as our client needed someone with specific skills and personality for this role. Thus we conducted an extremely thorough requirement intake call with our client to assure that we focused our recruiting efforts on the right candidate profile.

The Solution

We presented our client with three candidates, and they chose to hire one. However, a few months after the assignment, the incumbent paralegal left the company. While the role was vacant, work was accumulating and team members were being distracted from their immediate duties to assist with these contracts. Our client turned to us this time for a permanent solution.

The Results

Understanding the role and desired fit, we presented a solid slate of candidates, and our client hired one of them as a full-time, permanent employee.

THE CLIENT

Global Fortune 500 professional services firm providing audit, tax and advisory services

Industry

Professional services

Headquarters

Amsterdam

Company Size

Offices in 155 countries with approximately 174,000 employees

Major, Lindsey & Africa stands alone when it comes to legal talent management. Founded in 1982, we built our firm on our passion to help corporate legal departments and law firms build great teams and lawyers and legal professionals follow their career aspirations.

Today, we offer a range of specialized legal recruiting and consulting services to meet the ever-changing needs of law firms and corporate legal departments, delivering exceptional talent and solutions that match our clients' expectations. We also provide our candidates with counsel and guidance, helping them navigate toward their long-term career goals and professional fulfillment.

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