

Case Study

INTERIM LEGAL TALENT

THE CLIENT

*Computer Hardware and
Software Company*

Industry
Technology

Headquarters
Silicon Valley, CA

Executive Summary

With the holidays approaching—an extremely busy time of year for our client—our client was faced with the impending maternity leave of its lead marketing attorney and needed an experienced lawyer who could step in during this busy time and keep the marketing team’s objectives moving forward. The Interim Legal Talent team tapped into its network to present several talented attorneys who could immediately join the team on a potential contract-to-hire basis. The selected candidate has smoothly transitioned and has helped our client’s marketing team remain on schedule with their initiatives.

The Challenge

Our client’s lead marketing attorney was expected to go out on extended maternity leave, which would coincide with a new product launch and increased workload during the holidays. They needed a contract resource who could cover the gap but also potentially convert to full-time employment upon the return of the attorney on leave.

The Approach

Our Interim Legal Talent team presented to our client the benefits of our contract-to-hire conversion model. After hearing the emphasis we put on cultural fit, the client engaged us to conduct the search. Our consultants worked closely with the client to develop a developed job description, including the specific qualifications needed for the role as well as the profile of the ideal candidates based on cultural fit as determined by interviews, client meetings and site visits.

The Solution

After sourcing and vetting several potential candidates, we presented three candidates for consideration. The client interviewed two candidates and selected a consulting attorney who was able to begin the assignment two weeks later acting as the lead attorney for the marketing team.

The Results

By using our contract attorney, our client has been able to provide its marketing team continued support toward their marketing objectives during its peak season all the while their lead attorney is out on leave.

Our contract attorney has already has her contract extended, and the client continues to evaluate her for a full-time role when given the head count approval.