

Inquiring Minds . . The Key to Successful Recruiting

Even in this time of layoffs, cutbacks and downsizing, law firms and legal departments need top talent more than ever, to help them survive and thrive. Hiring mistakes can literally be fatal.

They use many different ways to find talent.

Some feel that print advertising or web-based services work well, while others fall back on good old-fashioned networking. These and other ways may help you find talent but the harsh reality is that these techniques will not yield you the “best of the best”.

Top talent is coveted by organizations. Top talent is not reading the employment section of the paper or perusing web-based job boards. Top talent is too busy and too happy to even network for another career opportunity.

That’s where the services of a professional search consultant can be an efficient and cost effective way to seek out and attract the elusive best.

Here are important tips on how to select a professional search consultant who will bring you the top talent you need.

1. You interview them. You question them and you make them tell you how they will find top talent. Ask them to put it in writing. Remember, when you hire a professional search consultant they represent you. You need to know what they are saying and how are they presenting your company.
2. Ask them for references. How long they have been doing what they are doing? Do they have a detail system of keeping you informed about the search?
3. Visit their office.
4. Do they have a website?
5. Gain a clear understanding of their fees, fee options and guarantees.

All this should be discussed before you begin any search.

By using an outside resource to find the brainpower you need to succeed, you can concentrate on your strengths: running the business!

Don’t settle for legal talent, go for top legal talent. A professional search consultant can help.

