



Real Relationships
Producing Real Results

Legal Searchlight

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The AVS Top 5:

Engage a Search Consultant when....

1. *Recruiting for a Difficult Specialty*
2. *Seeking a Diverse Candidate Pool*
3. *Countering Attrition*
4. *Meeting an Urgent Need*
5. *Maintaining Confidentiality*

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Looney Laws:

Did you know that it's illegal--and not just in bad taste!--to slurp soup in New Jersey?

Finding the *Right* Attorney for Your Organization

In today's corporate environment where companies are seeking to have relationships with fewer vendors, the question often arises, "Why use a legal search firm?" The answer is, quite simply, that a specialist who is finding and placing attorneys day in and day out is knowledgeable about the market and is going to be able to fill your position more quickly with an individual who is a much better fit. You get a competitive edge when you have an ongoing relationship with a legal search consultant who knows your organization, even if your department is small and you are not frequently calling on that consultant. Chances are, when you need that right attorney, you need that attorney now!

While written primarily for law firms, Managing the Legal Search Consultant Relationship is relevant for anyone who is responsible for overseeing the hiring of attorneys. It provides meaningful insights into the role a legal search consultant can play and how to get the most effective results. This booklet is put out by The National Association for Law Placement, Inc. (NALP) a non-profit educational association with a membership including virtually every ABA-accredited law school and nearly 1,000 legal employers.

For more information on this topic, [click here](#) for the full article.

AV Search Consultants is also offering a complimentary copy of the booklet - a \$6.00 value (offer ends **10/31/2005**) so [email](#) us today.

More Recruiters = Greater Success? THINK AGAIN!

While it may seem counter-intuitive, working with one, rather than several search firms, provides the broadest range of candidates. In this technological age, it is relatively easy for any good search firm to find the readily identifiable universe of attorneys with a given skill set. If the recruiter is just one of many, he has less incentive for searching creatively and digging deeper to find the harder-to-reach candidates.

Moreover, the difference between a targeted search which produces a handful of stellar candidates and one that results in a slew of somewhat questionably relevant resumes, comes from partnering with a consultant who takes the time to uncover candidates who are not only qualified but who also "fit" your organization. In other words, candidates who have both the hard and soft skills to become valuable members of your team.