

# HAVE YOU CONSIDERED A CAREER IN LEGAL RECRUITING?

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After graduating from college I, like many, didn't know what I wanted to do. At the time, I was familiar with the marketing/communications and event planning fields but I had never heard about legal recruiting. You may often hear about people "falling" into legal recruiting and I believe that this is because the field is somewhat unknown or hidden. Much to my amazement, recruiting encompasses many of the skills, strengths and goals that I had developed through my internships and school experiences. The ideal legal recruiting assistant should be organized, detail-oriented and have a client-service attitude. Often, the recruiting assistant is the first person law students encounter, therefore it is essential for them to positively represent the Firm on a daily basis. I began my career as a legal recruiting assistant at Skadden, Arps New York and quickly realized that recruiting involves so much more than I ever anticipated.

Legal recruiting is a cyclical process that requires organization, time management, strong interpersonal skills, project management, creativity and the ability to think on your feet. Being in a law firm recruiting role not only allows you to be part of a collaborative recruiting team, but also provides a great learning opportunity to develop professionalism.

Wisnik Career Enterprises is a placement and training firm that specializes in placing recruiters into top law firms. Since 1996 we have placed over 625 professionals into law firms, including more than 400 recruiters. The Wisnik team recently developed a "Recruiting Boot Camp" designed to train new graduates and those with less than 2 years of work experience. Our

training program provides an overview of the recruiting cycle, commonly used lingo, role expectations as outlined in Wisnik's Core Competency Model for Recruiting Professionals, and the opportunity to hear insights and advice from a Legal Recruiting Director. Aside from providing useful information and handouts, we also are able to speak from experience – mine as a recruiting assistant and Eva Wisnik's experience as Director of Legal Recruiting at two top New York law firms. By becoming educated about the legal recruiting field you will stand out against other candidates, will be able to speak more knowledgeably about the field and hit the ground running once inside of a law firm recruiting department.

Many of our client firms have asked us to help them find temporary help for the very busy upcoming recruiting season which starts in July. These are paid positions that will last several months and amazing opportunities to break into the legal recruiting field. Once you complete our Recruiting Boot Camp training we are confident you will be an asset to our clients and we are happy to represent you for these opportunities. Many law firm recruiters began their career as temps.

If you are considering a career in legal recruiting or would like to hear more about our upcoming training program on June 19<sup>th</sup>, please email me at [ewisnik@wisnik.com](mailto:ewisnik@wisnik.com). We look forward to introducing you to the legal recruitment profession.



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