

# Wisnik Industry Snapshot Survey Heads of Recruiting & PD

By Eva Wisnik & Ann Sawner

November 2015



Our goal is to help  
you achieve your

goals

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# Our Goal Is To Help You Achieve Your Goals

Dear Friends of Wisnik,

We are excited to share the results of our most recent Recruiting & PD Industry Snapshot Survey with you! These results are based on an October 2015 survey sent to Heads of Recruiting & PD at top law firms, 90% of which were AmLaw 100. Thank you to all of those who participated!

Our goal in sharing this information is to offer some insights into the current state of law firm Recruiting & PD departments. We were especially interested in capturing the current structure of departments (i.e. separate or joint departments), size of department vs. firm size, and where firms are investing in additional talent.

Based on your responses, we found that, overall, firms are either maintaining or increasing the size of their departments. This is the first time in more than 5 years that we are seeing significant job movement in the market, including firms searching to fill more recruitment manager positions. Close to 40% of respondents reported refilling positions in the past year!

Looking at department structure, the results show that as firm size goes up (over 500 attorneys), firms are more likely to have separate recruiting and PD departments. We also found that the ratio of Recruiting/PD professionals to attorneys is approximately 1 to 40.

We hope that you find the enclosed information valuable. If there is any way we can help you achieve your goals, please let us know.

All the best,

*Eva Wisnik & Ann Sawner*

# Bios



**Eva Wisnik**  
*President*



**Ann Sawner**  
*Manager of Operations*

**Eva Wisnik** founded **Wisnik Career Enterprises, Inc.** in 1996 after serving as Director of Recruitment and Training for Schulte Roth & Zabel and Cadwalader, Wickersham & Taft. She has worked with over 100 law firms, including 74 of the AmLaw 100. Eva has conducted over 600 training programs for attorneys on topics that include Business Development Skills, Time Management and Myers Briggs and has conducted over 35 salary surveys for law firm professionals since 1998. Eva holds an MBA in Marketing from Fordham University and a BA in Psychology from Barnard College.

**Ann Sawner** is Wisnik's Manager of Operations & Special Projects. Ann holds a Master's in Organizational Psychology from Columbia University. In addition to working with clients and candidates, Ann also develops training programs and has managed and analyzed data from over 18 legal industry salary surveys. She earned her BA from the University of Virginia in both Economics and Spanish.

# Who Responded?

## 65 Heads of Recruiting/PD

### Title:

- Chiefs: 9
- Directors: 56

### Firm size:

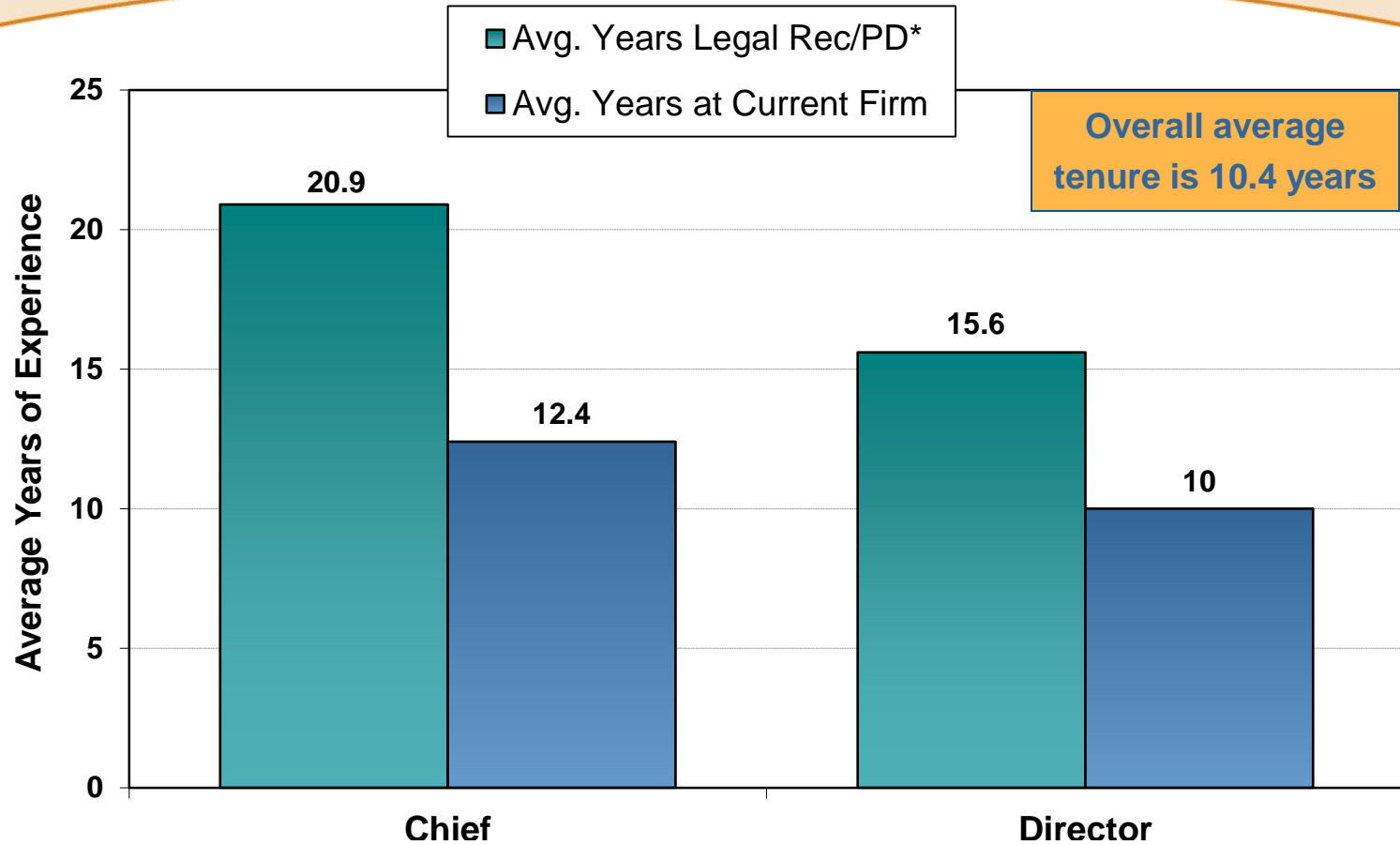
- 1-250: 5
- 250-500: 16
- 500-750: 10
- 750-1000: 16
- 1000+: 18

### Location:

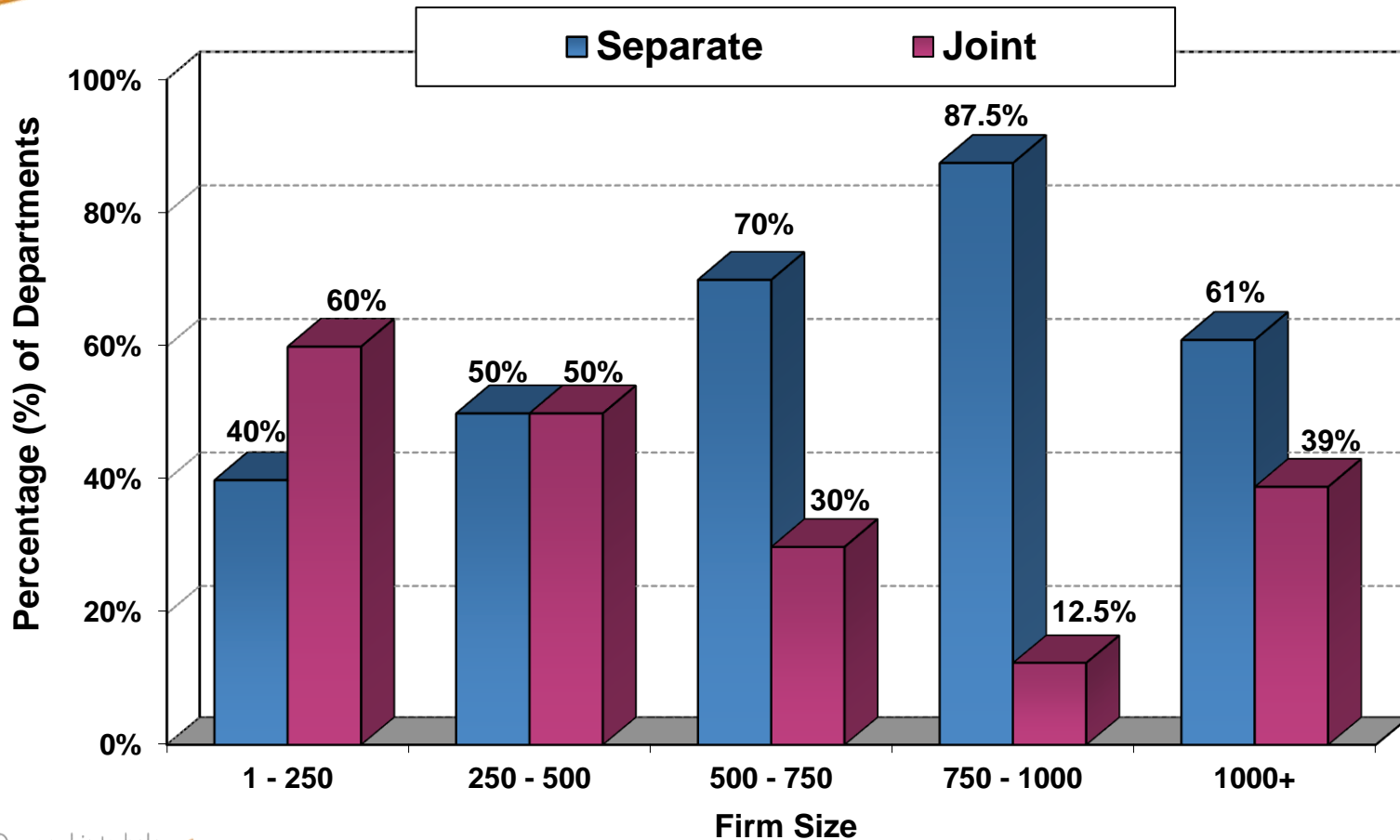
- New York: 24
- Chicago: 12
- Washington, DC: 8
- Other: 20
  - Philadelphia: 4
  - Boston: 3
  - Los Angeles: 3
  - San Francisco: 3
  - Dallas: 3
  - Houston: 2
  - Austin: 1
  - Charlotte: 1

# Wisnik Recruiting & PD Industry Findings

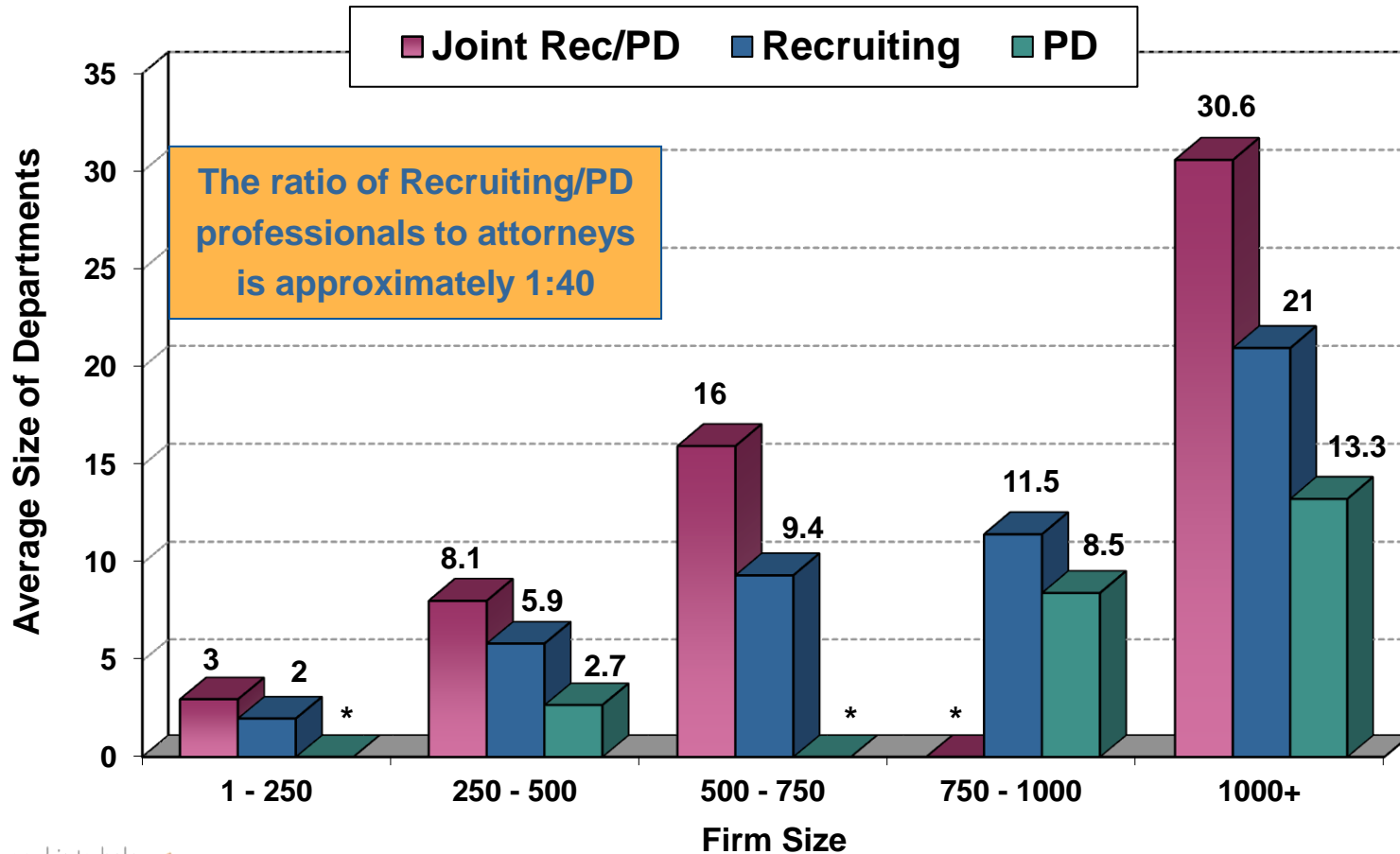
# Recruiting/PD Chief & Directors: Years of Experience



# Separate or Joint Rec. & PD Departments?



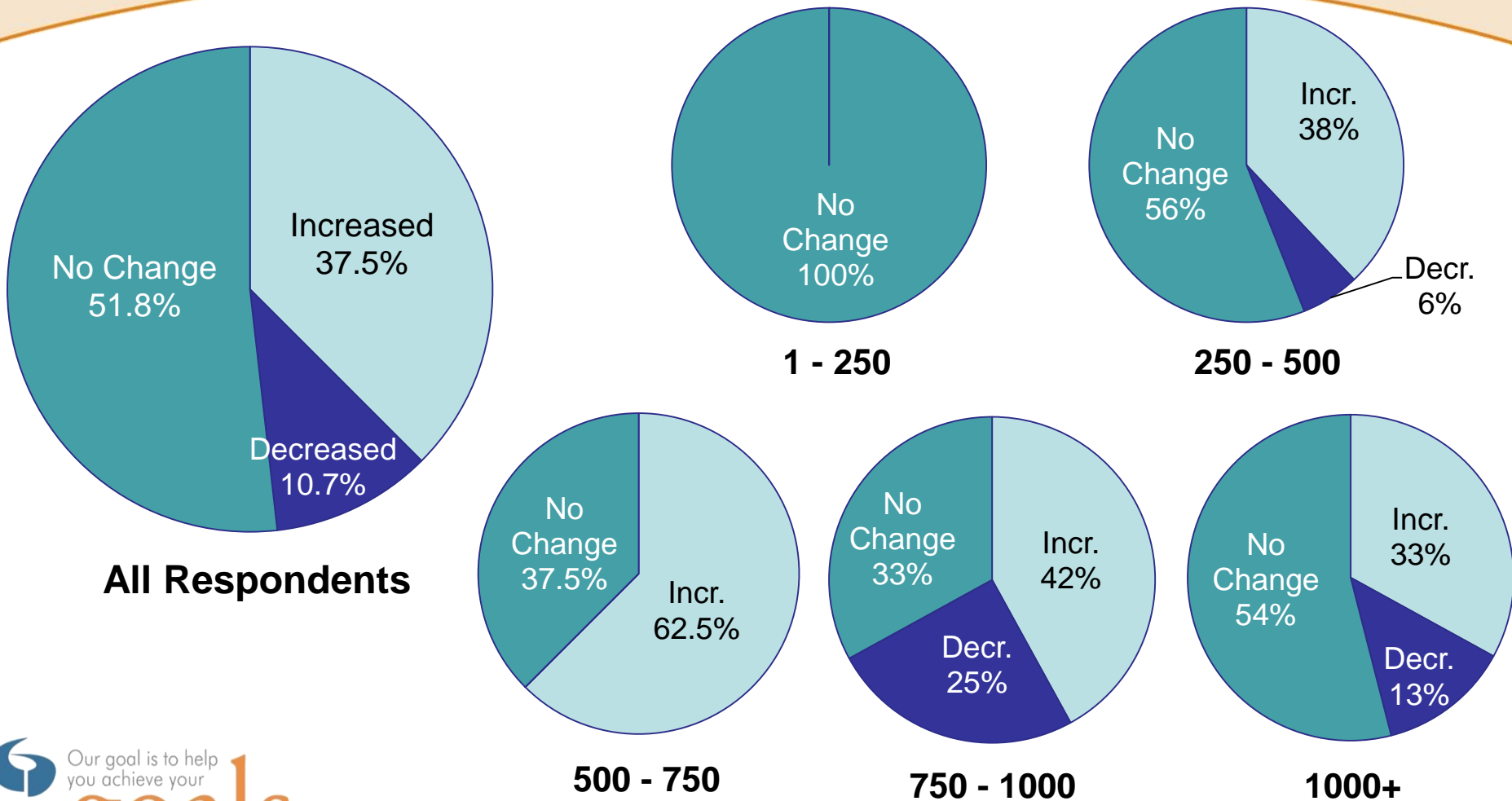
# Average Size of Departments by Firm Size



\* Insufficient data

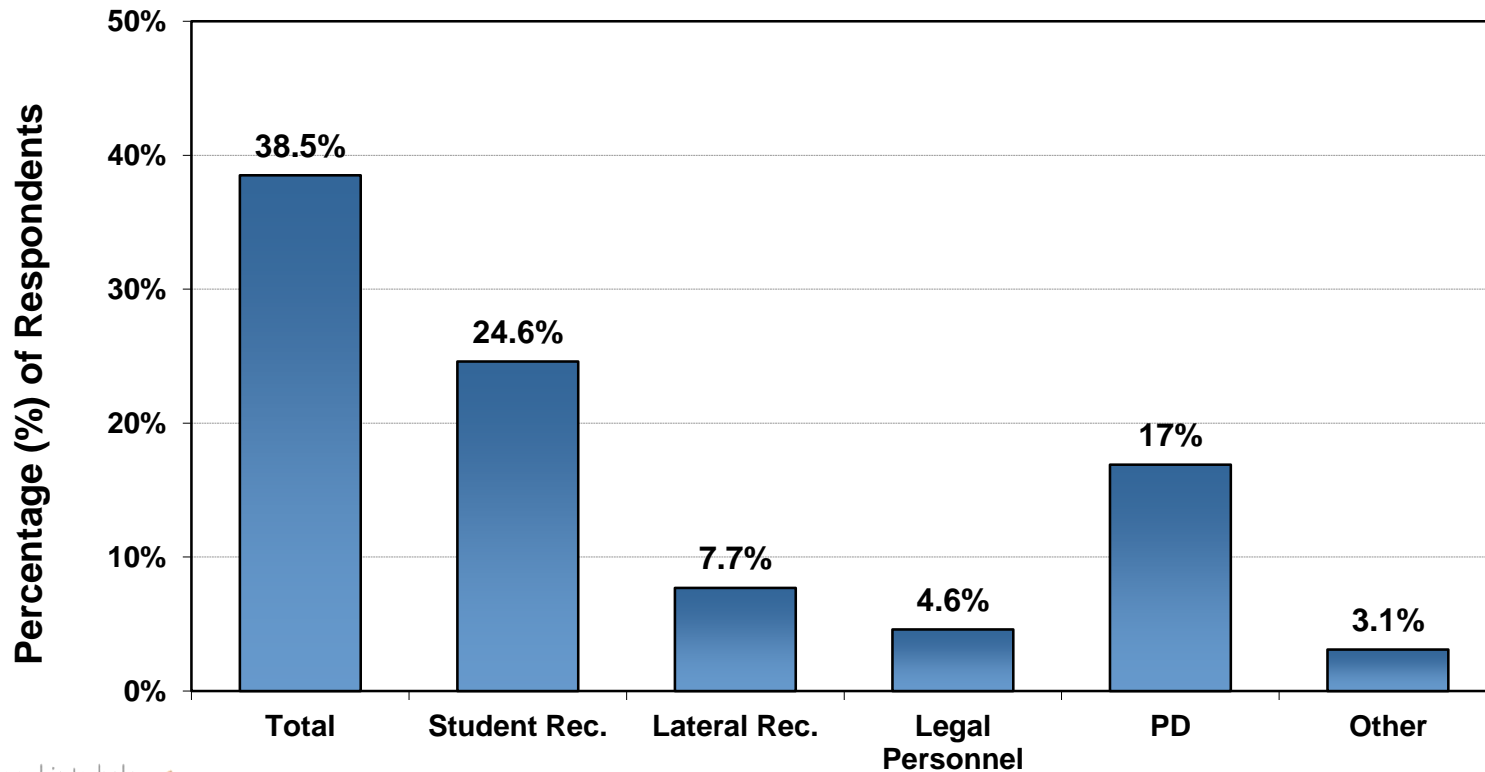


# Has Your Department Size Changed?



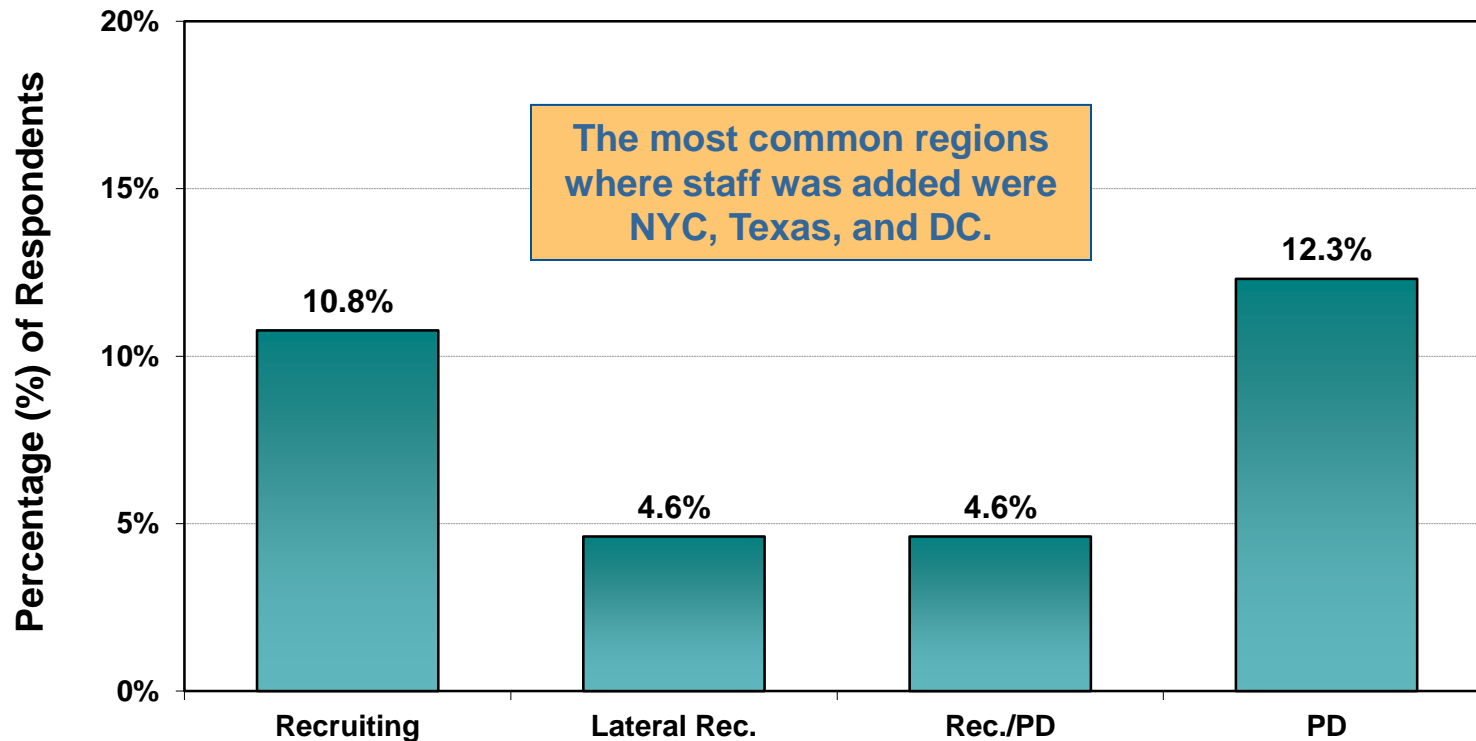
# Where is the Market Movement?

## Percentage of Respondents who REFILLED Positions Last Year in the Following Areas:

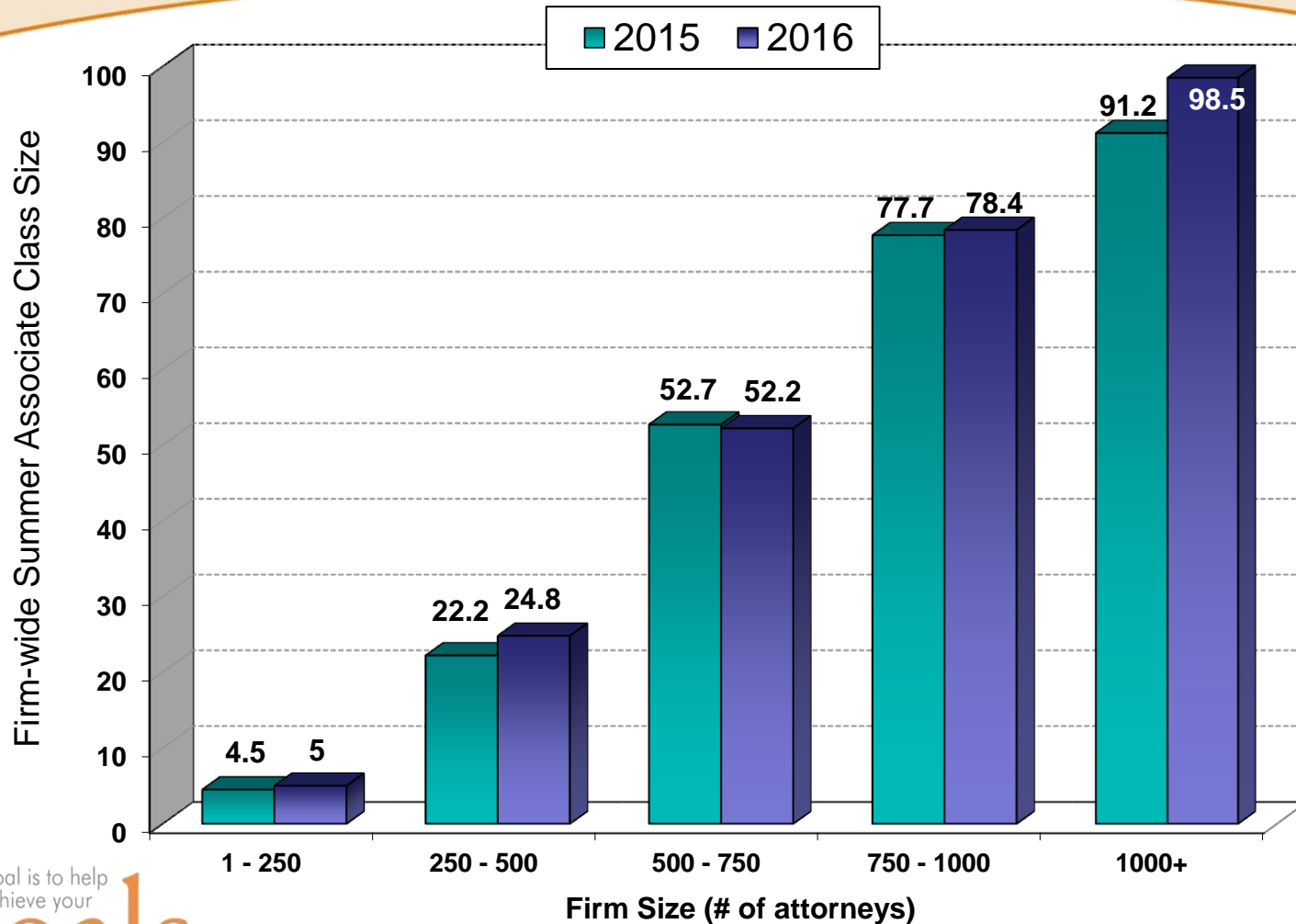


# Which Areas are Growing?

## Percentage of Respondents who Added NEW Positions Last Year in the Following Areas:



# Summer Associates by Firm Size



# If You Had the Time/Resources, What Would You Focus On?

## Recruiting:

- Lateral recruiting & integration
- Recruiting data reporting/tracking
- Improving existing recruiting processes
- Better candidate outreach via marketing/website
- Improved candidate sourcing/campus-relations

## PD:

- Career counseling/planning
- Training (Leadership Development, BD, Soft Skills Training)
- Evaluations processes
- Developing client-focused training programs

## Other

- Diversity efforts
- Alumni relations
- Orientation/integration

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