ASG
LEGAL SEARCH AND STAFFING

Exceptional Talent.
Stronger Leadership.
A Brighter Future.

10 THINGS EVERY LAW FIRM SHOULD CONSIDER BEFORE HIRING A C-LEVEL EXECUTIVE

The right executive can elevate your firm's performance, culture and long-term success. Here are 10 key considerations to help you make a more informed hiring decision.

1 Define the Business Need — Not Just the Job Title

Start with the strategic outcome you need to achieve, not just the position to fill. A clear business case leads to better candidates and stronger results.

2 Benchmark the Position

Compare the role, structure and responsibilities against comparable AmLaw firms to ensure you are aligned with market standards and competitive with top talent.

3 Establish Competitive Compensation

Understand the full compensation picture — base salary, bonus, long-term incentives and benefits — to attract and retain the right executive.

4 Determine Whether the Position Should Be Confidential

For sensitive hires or leadership transitions, confidentiality can protect your firm, your team and the candidate pool.

5 Identify Internal Candidates

Evaluate your current talent and determine whether there are strong internal candidates who can step into the role or be developed for the future.

6 Map the External Talent Market

Understand who the top candidates are, where they are located and what they're looking for. This helps you set realistic expectations and build a targeted strategy.

7 Reach Passive Candidates

The best executives aren't always actively looking. A targeted approach helps you engage high-performing leaders who may be open to the right opportunity.

8 Compare Multiple Qualified Candidates

Before making a decision, ensure you've seen and evaluated a broad range of qualified candidates, including those you may not have reached through your existing process.

9 Assess Cultural and Leadership Fit

Experience and credentials matter, but so does alignment with your firm's values, leadership style and long-term vision.

10 Make the Decision Based on Both Experience and Future Potential

Look for proven capability — and the potential to grow, lead and make an even greater impact in the future.

BEFORE YOU MAKE THE DECISION

ASG Legal Search and Staffing can provide an independent market perspective, compensation intelligence, targeted candidate identification, confidential recruiting and additional qualified candidates — allowing your firm to see, compare and evaluate the best available talent.

Better information.
More options.
Stronger hiring decisions.

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