

ALTERNATIVE POSITIONS & STAFFING MODELS IN THESE CHANGING TIMES

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WHY ARE FIRMS CREATING ALTERNATIVE TRACK POSITIONS?

- What firms are calling/naming their alternative positions and how do they implement/utilize them
- Client demand and pressures
- Lower Rates/Flat Fees
- Competing with other law firms
- Practice interest, not partnership track
- Retention
- Work - Life Balance
- Hours
- Remote working arrangements
- The Market Aftermath

MARKET ANALYSIS

- Are firms doing it?
- How are firms doing it?
 - Challenges in finding talent
- Position types
 - Residents
 - Career Associates
 - Staff Attorney
 - Practice Group Attorney
 - Department Attorney
 - Team Attorney
- Other - Managed Services, Innovative Staffing Attorney

ADVANTAGES & DISADVANTAGES

- Profitability
- Objections from both parties
- Quality - how to reconcile, don't sacrifice quality
- Stability - Guarantees, promises
- Salary flexibility
- Quality
- Stain or gaps on resume
- Opportunities in a tough market

TAKEAWAYS

- How can law schools and search firm can contribute
 - Benefits
 - What makes it successful (how to measure)
 - Happiness of attorneys
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CONCLUSION

- What can you take back to your firm and share?
 - Success and disaster stories (speaker note)
 - Do you see this as a trend that is going to continue/discontinue (speaker note)
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