

LATERAL HIRE ANALYSIS

Make timely offers that hit the mark.



PerformLaw.com

Today's legal job market can be unpredictable and challenging for employers. Managing partners want to move quickly with a competitive offer that the new hire can't refuse, with the assurance that they're hiring someone effective and profitable.

We can help strike that balance by:

- Gathering the information needed to make a decision,
- Creating a model that provides insight on how the new hire will benefit the firm, and
- Developing the offer terms.

INFORMATION GATHERING

This step is conducted under strict confidentiality. We may schedule an interview, send a questionnaire, or use other means to gather relevant information, including:

- Practice experience
- Practice type
- Billable hours
- Originations
- Compensation structure at current firm
- Client type, quantity, longevity
- Start-up expenses needed
- Colleagues coming with the attorney (e.g., assistants)

SCENARIO ANALYSIS

- Consider the prospect's information from the perspective of what the firm needs.
- Model the attorney's profitability using the prospect's data, the firm's requirements for a new hire, or a blend of both.

Each scenario that we model helps provide a guideline for:

- What kinds of work can the firm expect the attorney to produce,
- How much the attorney could produce in each category (e.g., originated work, work as a timekeeper, supervision work, etc.)
- How to compensate the attorney for that work (e.g., base salary, billable hours bonus, originations bonus, timekeeper profit bonus, fees managed bonus, subjective bonus etc.)
- How the compensation will be paid (e.g., payroll, draw and draw reconciliation, other stipulations)

CREATING AN AGREEMENT

We use the attorney's information and our analysis and translate them into a clearly-written offer letter that effectively communicates the compensation terms, job requirements, and firm expectations.

In addition to our advice on what compensation structure to offer, we can comment on how to make the offer, including adding conditions in the offer letter; e.g., terms that become effective if the attorney fails to meet expectations.

DELIVERABLES

Statistics and relevant information from the prospective hire

RESULTS

A clear and informed view of what the prospect brings to the table

DELIVERABLES

Lateral hire profitability analysis

RESULTS

A forecast of how the prospect will perform and how the firm will benefit, a guideline for compensating effectively and fairly, and an estimate of capital needed to onboard the prospect

DELIVERABLES

An organized and prudent offer letter

RESULTS

The opportunity to onboard an advantageous hire while creating clear expectations from the beginning