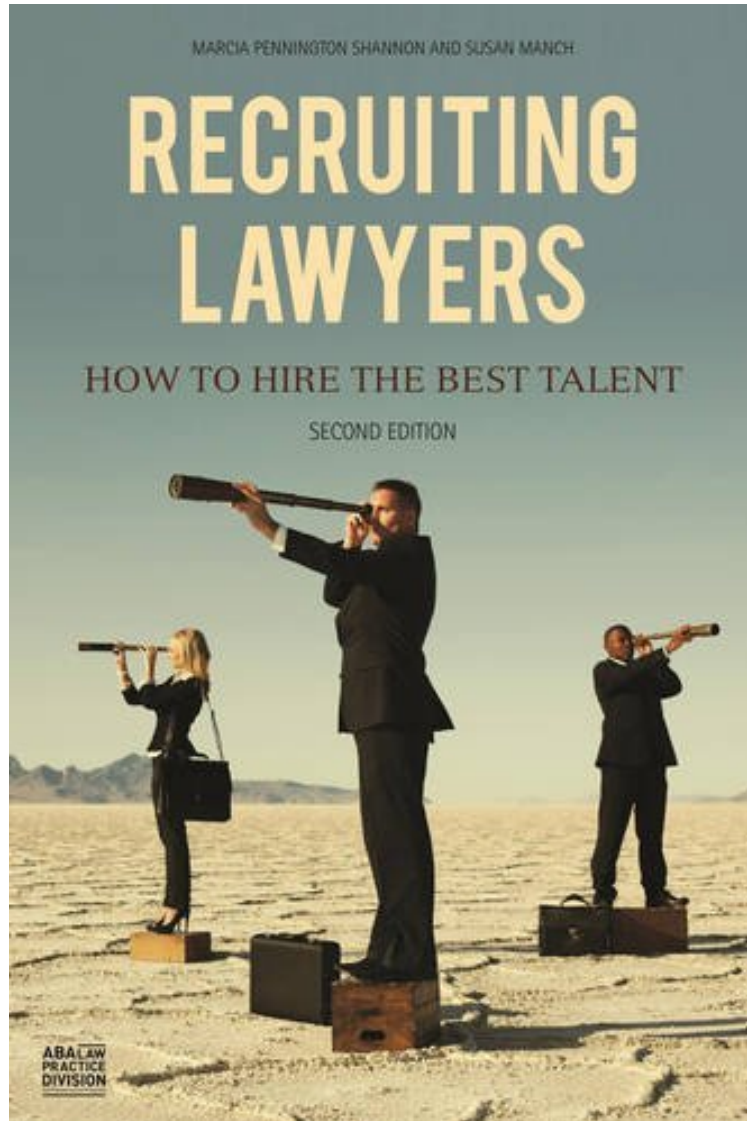


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## Recruiting Lawyers: How to Hire the Best Talent

*Marcia Pennington Shannon, Susan Manch*  
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Times have changed since the first edition of Recruiting Lawyers was published. In 2000, lawyer employment was high and law firm profits were even higher. But today's legal market presents a new climate. Law firms have slashed

their staffing, fewer lawyers are heading into private practice, and there are more applicants than jobs in the legal industry. How does a law firm leader face this current environment and hire the best staff to ensure a successful firm? Recognizing the importance and complexity of lawyer recruitment, authors Marcia Pennington Shannon and Susan Manch have thoroughly researched law firm hiring practices and its many shifts over the past 30 years. *Recruiting Lawyers: How to Hire the Best Talent, Second Edition* is the culmination of their efforts, providing you with effective and practical strategies that you can incorporate immediately into your recruitment procedures. These strategies include: Evaluating workforce needs, Formulating selection criteria, Attracting top talent, Effective screening practices, Conducting a thorough and engaging interview, Conflicts checks and risk management, Making the offer, Basic employment issues in recruiting.

**About the Author**  
**Marcia Pennington Shannon** Marcia Pennington Shannon is the Assistant Dean of Career Services at Georgetown University Law Center in Washington, DC. As head of Career Services, Marcia leads a team of 17 people focused on providing career counseling and recruitment opportunities for approximately 1,800 JD students. Marcia also serves in the senior administration of the Law Center. Prior to returning to Georgetown Law, Marcia was cofounder and principal in the national consulting firm of Shannon Manch, LLP, now SJL Shannon, LLP. The consulting firm specializes in lawyer career and professional development, including recruitment, retention, evaluation, coaching, and transition counseling. Marcia holds degrees from Emory University and the University of Cincinnati, and is a master coach through the Behavioral Coaching Institute. In addition to *Recruiting Lawyers*, she is the managing editor and coauthor of *The Lawyer's Career Management Handbook: Your Bridge to a Satisfying Career* (West, 2010). Marcia has published widely and is a frequent speaker on a range of topics relating to careers in the legal profession.  
**Susan G. Manch** Susan G. Manch is Chief of People Development for Norton Rose Fulbright, LLP. She aligns talent strategy with business strategies, ensuring that the firm can hire the best lawyers, prepare them to provide the highest quality service to clients, and help them build successful and satisfying legal careers. With 30 years of experience in law firm talent strategy, consulting, and coaching, Susan is an established thought leader in legal talent strategy and lawyer development. Along with Marcia P. Shannon, Susan was a founding principal of Shannon Manch, LLP, now SJL Shannon, LLP. As a consultant, she has been an advisor to the majority of the Am Law 100 and Global 100 law firms, as well as top law schools and in-house legal departments. She is the author of four books, including the ABA publication *Learning from Law Firm Leaders* and countless articles. Previously, she held positions at Bingham McCutchen, Georgetown University, The Catholic University of America Columbus School of Law, and Trinity College, among others. She has an M.Ed. in clinical counseling from the University of Virginia and a B.A. in psychology from Ohio University. Susan is also a Master Coach, certified by the Behavioral Coaching Institute, and is experienced in leadership, business development, and team management coaching for lawyers.