

Case Study

Legal Solutions

Executive Summary

Our client's general counsel left the role without having a clear succession plan in place. While our In-House Practice Group colleagues conducted a search for a permanent replacement, our Solutions Practice Group identified an interim general counsel who could step into the role and lead the company's legal function.

The Challenges

The general counsel left our client company for another position. Unfortunately, our client did not have a clear successor in place, and they were faced with a number of major deals and initiatives that needed to be handled by someone with a high level of expertise and experience. They needed someone with strong public-company experience to step in and lead their legal team until they could find a permanent replacement.

The Approach

Major, Lindsey & Africa's In-House Practice Group was retained to lead the search for a permanent replacement and uncovered the interim need during the early stages of that search. Our client had originally engaged one of our competitors to assist with identifying an interim GC, but our client was dissatisfied with the early candidates and process. Our Solutions Practice Group was then asked to step in and take over.

Working together with our In-House Practice Group colleagues, we explored the need, putting a particular focus on the specific matters the company needed to handle in the next one to three months. We then worked together to source and screen highly qualified candidates across the country, focusing on current and former public company GCs.

THE CLIENT

Large manufacturing company

Industry

Manufacturing

Headquarters

Atlanta, GA

Company Size

3,000+ employees worldwide





The Solution

We presented five top-notch candidates, all with strong public company GC experience and leadership credentials. From there, three candidates were interviewed by the client, and our successful candidate accepted his offer immediately. All together, the candidate was screened, selected and on-boarded within approximately 3.5 weeks.

Our candidate is currently serving as interim GC, leading the legal department and advising the board and executive leadership. He is plugged in on multiple deals and initiatives and has already played a pivotal role in board meetings.

The Results

Having a contract-based, interim GC has allowed the company to feel confident that its legal function is fully operational and under proper supervision, without having to shoulder additional outside counsel spend. Further, it has taken the pressure off of the company's leadership to find a long-term replacement immediately, allowing them to take the time to find the perfect fit.

At present, our In-House Practice Group is continuing the search for a new general counsel, and our interim candidate is a strong candidate for the full-time position.

Major, Lindsey & Africa stands alone when it comes to legal talent management. Founded in 1982, we built our firm on our passion to help corporate legal departments and law firms build great teams and lawyers and legal professionals follow their career aspirations.

Today, we offer a range of specialized legal recruiting and consulting services to meet the ever-changing needs of law firms and corporate legal departments, delivering exceptional talent and solutions that match our clients' expectations. We also provide our candidates with counsel and guidance, helping them navigate toward their long-term career goals and professional fulfillment.

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