

## CASE STUDY

# In-House Counsel Recruiting



### THE CLIENT

Multinational retail corporation

### Industry

Consumer Goods

### Location

Global organization with U.S.-based headquarters

### The Challenge

Our client's general counsel for international was retiring and they needed to fill the role quickly as his departure was imminent. While the organization operated globally, the CEO wanted a U.S.-barred attorney who would be based at the U.S. headquarters who had international experience, specifically in China and India, and exposure, including living and/or working in EMEA and/or APAC.

### The Solution

The client approached Major, Lindsey & Africa due to their previous experience working with our In-House Counsel Recruiting team on several searches for both their legal and compliance departments. The client provided their requirements to the search team, building the profile of the ideal GC. Our global In-House Counsel Recruiting team, comprised of recruiters in the U.S, EMEA and APAC working in a coordinated fashion, immediately began developing and presenting a thorough slate of candidates divided into both a U.S. list of candidates and an international list.

While the search began prior to COVID-19, candidates were identified and interviewed during the global lockdown. Nearly all interviews were held virtually until the final candidates were selected. All of the finalist candidates were sitting in APAC or EMEA, but despite ongoing U.S. travel restrictions, they were able to safely visit and meet with senior level legal and HR executives in person.

### The Results

The client chose a candidate who had the China/India experience desired and was currently sitting in APAC. The candidate was impeccably qualified with on-the-ground experience of living and working in the U.S., EMEA and, most recently, APAC.

Major, Lindsey & Africa's In-House Counsel Recruiting team is currently working with the client to fill another senior-level position.