

CASE STUDY

Interim Legal Talent



THE CLIENT

Large U.S. food and beverage manufacturer

Industry

Retail/consumer products

Location

Arlington, VA

The Challenge

Our client had a lean, efficient legal team and any additions to that team required a lengthy budgetary and headcount approval process. As the client waited for approval to hire, its team was inundated with additional work. The client knew that the current workload was unsustainable and sought a seasoned intellectual property professional, with stellar credentials, to fill the role as they awaited headcount approval. The goal, assuming approval was obtained, was to convert the interim candidate into a permanent employee.

The Solution

Major, Lindsey & Africa's Interim Legal Talent team recruited and placed a seasoned and skilled interim trademark paralegal who was able to immediately add value by absorbing the excess work without the need for significant training. This solution solved the client's long-term and short-term workflow problems. The entire process—from qualification of the requirement to the interim candidate's start—was just over two months. It took a bit longer than our traditional interim placements since the client utilized the same process for this hire as they would for a permanent hire (given their goal of transitioning).

The Results

By taking advantage of the interim legal talent model, the client was able to alleviate the workflow burden to its existing team as it awaited headcount approval. Additionally, the resource converted to permanent employment, once budget approval was obtained, eliminating the need to undergo another hiring process.

In the event they face future workflow issues, at both the paralegal and attorney levels, Major, Lindsey & Africa's Interim Legal Talent team will be their first call.