

ACC NCR Career Development:
**2025 Legal Hiring Trends &
Leveraging Contract Talent
Professionals**

Welcome



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What We'll Cover

- Legal Hiring Market Trends & Strategic Priorities
- Utilizing Contract Professionals in Legal Departments
- Onboarding Best Practices for Contract Professionals
- Q&A

National Employment Snapshot

4.1%

U.S. unemployment
rate as of October 2024

7.4 million

Job openings
as of September 2024

3.3 million

Quit level
as of September 2024

Source: U.S. Bureau of Labor Statistics

0.7%

Lawyers

1.8%

Paralegals and legal assistants

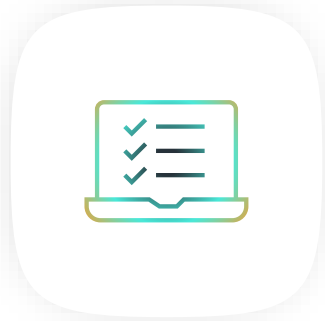


Legal

Hiring Trends

Compliance & Privacy Drive In-House Hiring

Skills needs for corporate legal teams:



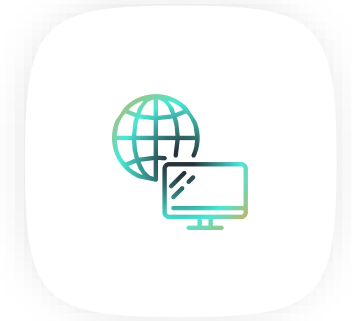
Compliance



Data privacy



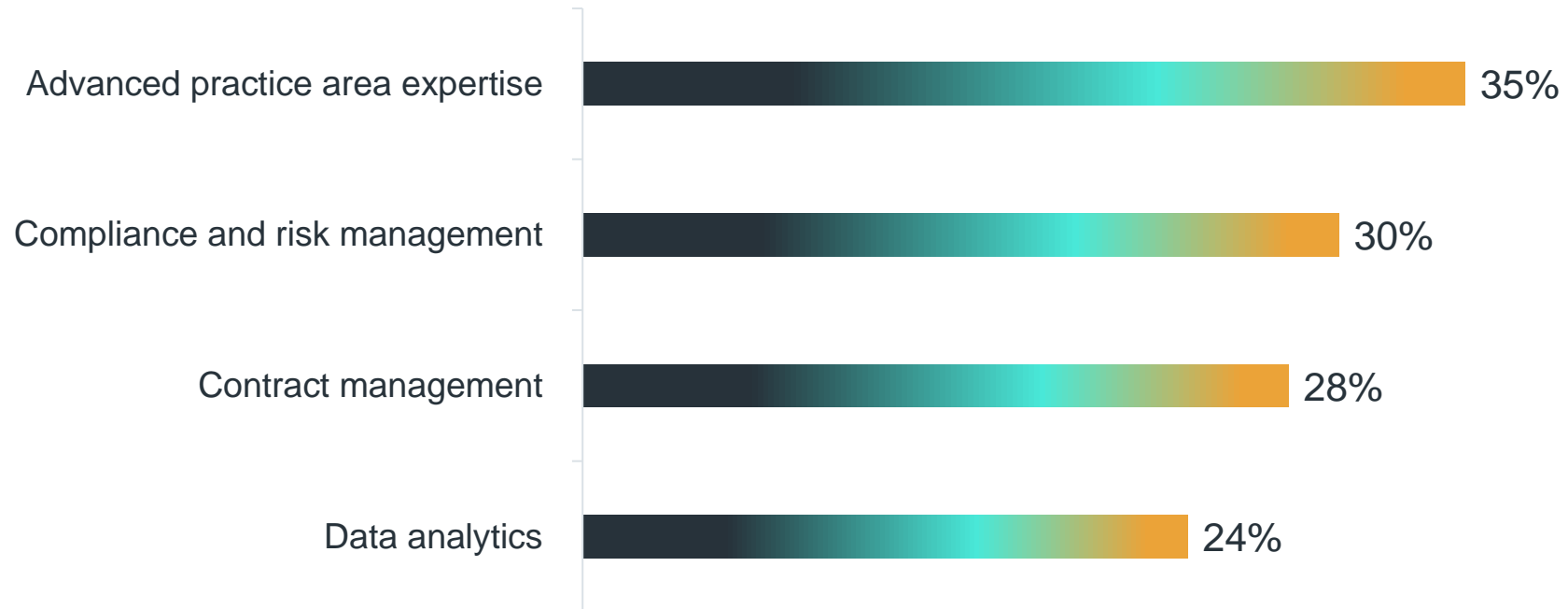
Risk management



Governance

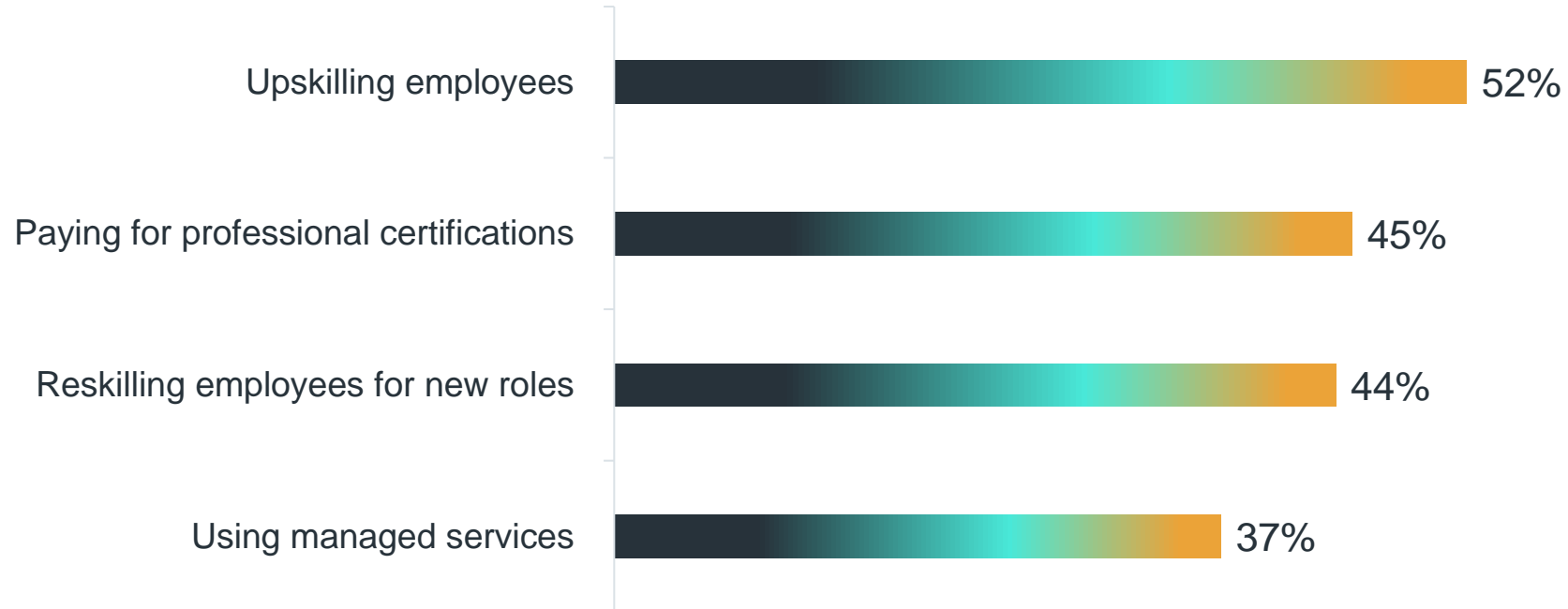
Legal Salaries and Flexibility

Skills that managers increase salaries for:



How Managers Bridge Skills Gaps

Strategies to address skills gaps:



Hiring Challenges

ROBERT HALF SALARY GUIDE



8 in 10
legal hiring managers report
difficulty in finding candidates
with the necessary skills.

Source: Robert Half survey of 200+ legal hiring managers within the United States
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Strategic Priorities for 2024: Legal Departments

1. Legal optimization and efficiency
2. Technology implementation and automation
3. Risk and litigation management
4. AI innovation and governance



Hot Jobs in Legal

IN-DEMAND JOBS:

- Attorney
- Compliance manager
- Compliance officer
- Contract administrator
- Contract manager
- In-house counsel
- Legal secretary
- Paralegal

IN-DEMAND PRACTICE AREAS:

- Ethics and corporate governance
- Family law
- Labor and employment law
- Litigation
- Privacy, data security and information law

INDUSTRIES HIRING MOST:

- Financial services
- Government
- Healthcare
- Manufacturing

Utilizing Contract Professionals

Legal Departments

Industry: Education
Public school district

Interim Legal Support for Workload

CHALLENGE

- A large school district had high turnover in its legal department and needed to quickly reduce the staff's workload.
- The district also lacked the headcount to complete special projects and preferred not to add permanent positions.

SOLUTION

- Found legal professionals who could work remotely on contract assignment within 5-10 days of the client's request
- Used direct starts, enabling these previously evaluated professionals to begin work on the department's projects immediately

RESULTS

- Provided 15 attorneys either on contract basis or through our full-time engagement professional program
- Brought in skilled talent that assisted the district with special projects, including negotiating legal agreements, managing labor and employment claims, and handling personal injury litigation
- Reduced the client's outside legal fees about 45%



45%

Industry: Consumer Packaged Goods
Large company with well-known brands

Contract Attorney for Workload Management

CHALLENGE

- The client needed to hire a contract attorney with high-level skills to help their legal department reduce a backlog of work that mounted after several employees had taken leave.

SOLUTION

- Introduced the client to several remote options, including full-time engagement professionals and other candidates, to provide a solution that could staff the opening quickly
- Identified several additional gaps in the company's legal staff and suggested multiple candidates for the additional positions



RESULTS

- Contracted two attorneys — one full-time engagement professional for the contract legal role and one full-time remote candidate to help temporarily fill the additional gaps identified in their team
- Reduced the client's costs related to hiring outside counsel
- Provided flexible recruitment options that helped staff roles and finish projects efficiently

Questions

- What are the benefits of bringing on a contract professional?
- Can you share common use cases where contract professionals have made a significant impact?
- What unexpected challenges or downsides can occur when bringing on a contract professional?

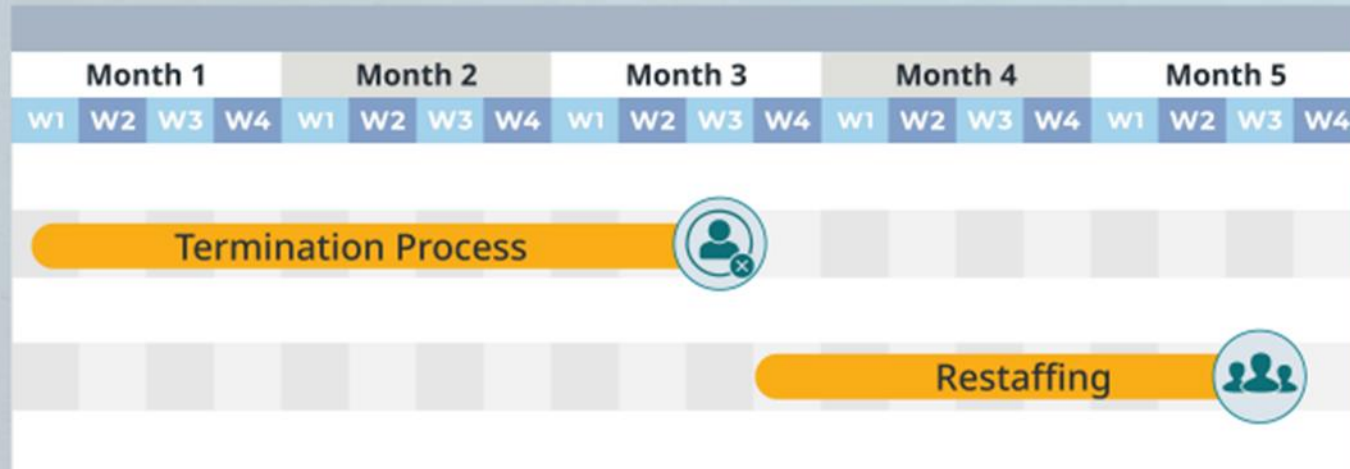
Onboarding Best Practices for Contract Professionals

Lost Time, Missed Opportunities: The Cost of a Bad Hire

Almost **1 in 4** hiring managers admit to making a bad hire. What would that mean for your company?



On average, managers say it took them **11 weeks** to terminate the new hire and another **8 weeks** to restaff the position. That's almost **5 months** of lost work, production and opportunities.



Questions

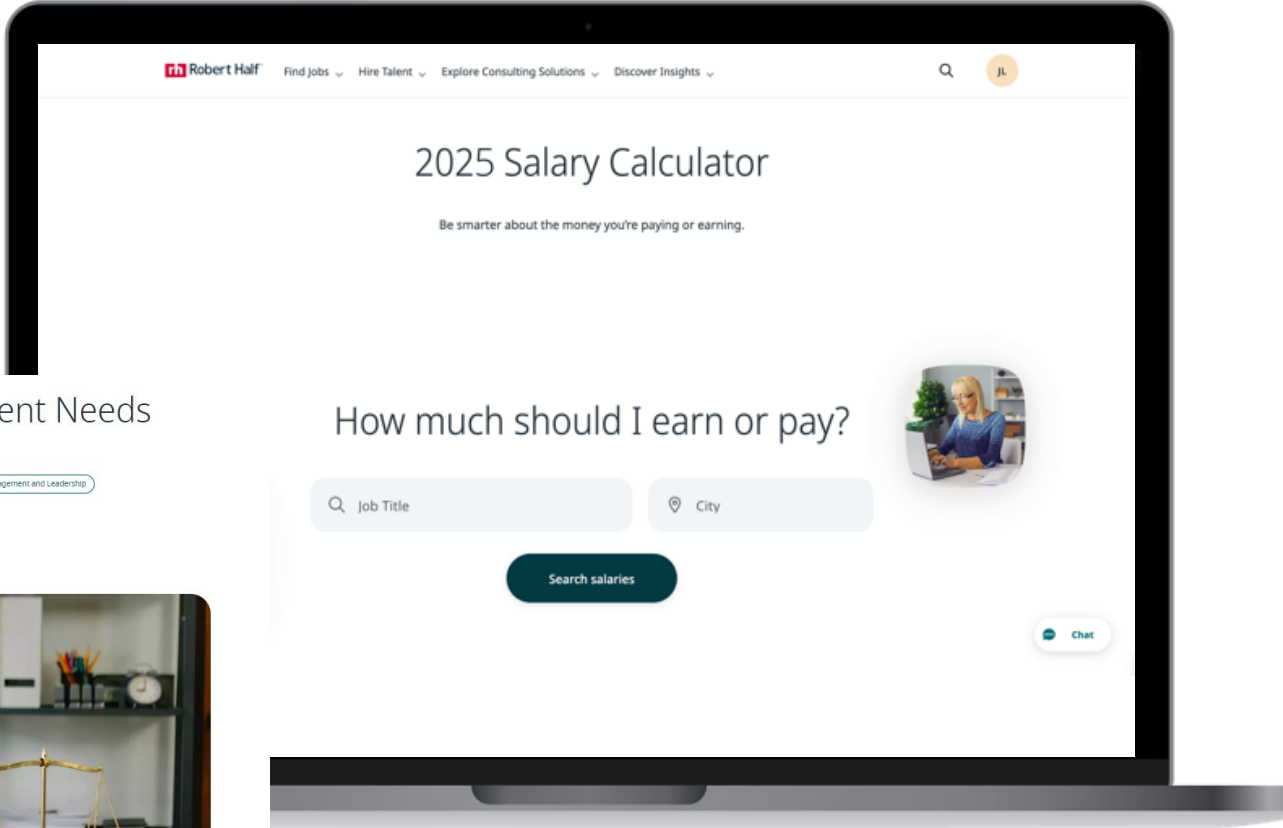
- What onboarding steps help contract professionals become effective quickly?
- What are some effective training and knowledge transfer methods?
- What are the advantages and disadvantages of remote versus in-person hiring?
- What reasons do job seekers commonly have for choosing contract roles over full-time positions?

Thought Leadership

roberthalf.com/salary-guide

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As Legal Departments Evolve, So Do Talent Needs

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By [Jenny Sullivan, JD](#), Executive Director, Legal Practice Group, Robert Half

Q&A