

FIND TOP TALENTS FOR THE LEGAL DEPARTMENT

Recruiting in the legal industry isn't a walk in the park. Anyone who wants to attract the best lawyers to their legal department needs to offer more than just a good salary.

This article shows which factors also count.

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In a globalized economy characterized by digitalization, increasingly stringent regulatory requirements, and the growing complexity of international business relationships, the legal department plays a key role. It assumes responsibility for minimizing legal risks and acts as a strategic partner to management and operational units.

The modern legal department is far more than a guarantor of legal certainty. It is an active driver of innovation and a creator of sustainable growth. A strategic orientation of the legal department and staffing with highly qualified lawyers leads to a decisive competitive advantage. Strategies for successful recruiting in a highly competitive job market are crucial.

Requirements for lawyers in legal departments

The role of lawyers in legal departments has fundamentally changed in recent years. In the past, legal expertise and risk mitigation were paramount. Today, skills that go far beyond the traditional legal profile are required. These primarily include:

- **Technological competencies:** Lawyers must be able to evaluate and apply legal tech solutions and AI-supported tools.
- **Interdisciplinary thinking:** Lawyers are also expected to understand financial, strategic and company-specific contexts and incorporate them into decisions.
- **Strategic consulting expertise:** To achieve the company's goals, lawyers act as

strategic partners of the management and the operational units.

- **Project management:** The successful planning, management and implementation of complex projects is increasingly becoming a central task for lawyers in legal departments.
- **Communication skills:** Lawyers must be able to prepare complex legal content in an understandable and convincing manner for different target groups.

Strategies for successful recruiting

In a limited talent pool, it is essential to develop well-thought-out and sustainable strategies for recruiting top talent. The focus should not be on short-term measures, but rather on long-term perspectives.

Talented individuals often choose employers that offer clear and attractive long-term career opportunities. Companies should transparently outline the career paths and development prospects available. Whether it's advancement into management positions or deepening specialist knowledge, top talent expects individualized support. A strong mentoring culture not only fosters professional development, but also integration into the team and a sense of belonging. Individually tailored development plans also support lawyers' career goals.

Development of an attractive employer brand Creating a strong and authentic employer brand is one of the most important strategies for successful recruiting. A well-developed employer brand can help attract the best talent. It emphasizes the company's strengths and values and gives candidates a clear picture of what they can expect from a job.



CREATING A STRONG AND AUTHENTIC EMPLOYER BRAND IS ONE OF THE MOST IMPORTANT STRATEGIES FOR SUCCESSFUL RECRUITING.

Alexander Zinser

In a constantly changing legal landscape, continuing education opportunities are essential. Top lawyers value employers that offer high-quality programs to expand not only legal but also interdisciplinary skills. Professional conferences, seminars, and external training courses not only foster expertise but also build valuable networks. Companies that establish internal continuing education programs and a culture of open knowledge sharing create an environment that fosters innovation and supports continuous learning.

Promoting autonomy and responsibility

A company that emphasizes autonomy, responsibility, and freedom of decision appeals to ambitious lawyers who aren't content with routine tasks but want to actively contribute to the company's development. Companies that allow them to take a leading role in large-scale and complex projects promote professional and personal development.

Talented individuals seek meaning and want to contribute to something greater with their work. A clearly defined purpose that encompasses social, ecological, or societal goals resonates with their own values and beliefs. Furthermore, a purpose-led company conveys a clear direction and creates an emotional connection that fosters long-term identification and commitment.

Best practices in recruiting

- **Building long-term relationships with universities and talent:** Through the early

By networking with universities and young legal professionals, companies secure access to highly qualified talent before they enter the job market.

- **Innovative recruiting campaigns and employer branding:** Creative campaigns and a strong employer brand set the company apart from the competition and make it attractive to top lawyers who are looking not just for a job, but also for meaning and identification.
- **Job rotation and development opportunities in various legal areas:** The opportunity to gain experience in different legal disciplines makes positions more interesting and promotes comprehensive professional development.
- **Targeted succession opportunities and planning:** A clearly defined career path and transparent advancement opportunities create long-term prospects and increase motivation to remain committed to the company on a long-term basis.
- **Comprehensive onboarding and integration processes:** A structured onboarding

ensures that new employees can quickly find their way around and work productively, while at the same time feeling welcome and supported.

- **Mentoring programs and individual development plans:** Experienced mentors and tailored development plans help talented individuals to specifically develop their skills and achieve sustainable growth within the company. a

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