

Elevating Legal Recruitment: How a Global Law Firm Optimizes Hiring with LawCruit

CHALLENGE

As a global law firm, we have thousands of professionals working out of locations across the world and adding lawyers to the ranks poses a significant challenge. While the firm had onboarded LawCruit from Litera, the dispersed recruiting team had not yet leveraged the platform's full power.

SOLUTION

LawCruit is an applicant tracking system designed specifically for legal recruiters, with capabilities that make the legal hiring process more efficient and more informed. Once the firm started educating its recruiting team about the value and usability of those features, adoption of the platform took off.

RESULTS

The firm now uses LawCruit for every aspect of legal recruiting and hiring, from managing its summer associate program to hiring new associates, laterals, and partners with their own substantial book of business. And LawCruit has paid off, thanks to its legal-specific features and adaptability. The team particularly appreciates the candidate history that can be accessed through LawCruit as well as the platform's ease of use and outstanding customer support.

"We love the relationship we've established with LawCruit over the years. The support team is so responsive, and they ask for our opinions about how things are working and what additional features we want. We don't need troubleshooting help very often, but when we do reach out, they're always there for us."

Senior Manager,
Legal Recruitment

Seamlessly Managing Recruitment from Summer Associates to Partners

THE CHALLENGE: GLOBAL SCALE, LOCAL PRECISION

As a global law firm, we have thousands of professionals working out of locations across the world. The firm is committed to helping the organization grow and operate effectively and in line with their fundamental purpose. When it came to their hiring process, their global presence posed significant challenges.

While LawCruit was already integrated into the firm's workflow when their senior manager joined the team, the power of this robust platform was yet to be fully utilized. This gap existed due to the absence of a global moderator to oversee and unify recruitment procedures across various offices. This senior manager's task was to transform occasional users into LawCruit experts, unlocking the platform's full potential for the firm.

THE SOLUTION: LAWCRUIT – STREAMLINING LEGAL HIRING

Litera LawCruit is an applicant tracking system that's designed specifically for legal recruiters, packed with features that make the legal hiring process more efficient and more informed. From managing a multitude of resumes to facilitating efficient interviews through Zoom/Web-Ex integration, LawCruit makes the recruitment process seamless.

The senior manager set about educating the recruiting team at the firm to drive greater use of LawCruit's features and optimize its use throughout the recruitment and hiring processes. "Once we started explaining the importance of using LawCruit and showing people what we could do with it—from running reports and analyzing hiring statistics to letting people select their own EEO [equal employment opportunity] information through the web application for government contracts—people quickly saw how it made everything easier," she explained.

RESULTS: THE POTENTIAL

Today, the firm uses LawCruit across all levels of legal recruitment and hiring, from managing their summer associate program to onboarding new lawyers, laterals, and partners. The firm has experienced several significant benefits.

01. Customized Functionality for Legal Hiring: Because LawCruit is designed specifically for law firms, it offers features that are unique to legal hiring and enough flexibility to suit any firm's hiring culture and practices.



LawCruit is geared toward legal hiring, but it's also flexible enough to accommodate specific firm preferences. "The system is so adaptable that we can enter candidates the way we want, depending on what type of role we're filling," the senior manager noted. "It also helps us manage our unique summer program the way we want, including sending lawyers the candidate interview evaluations from the LawCruit system."

Another team member, explained that the firm uses LawCruit to recruit summer associates each year across the US. "Other platforms wouldn't meet our needs because they lack that unique summer program functionality. And LawCruit syncs with Symplicity for on-campus interviews and hiring, which is a really important feature for us."

Those features were so important that members of the team have gone to bat for them. "At one point, we were beta-testing other HR platforms because the firm was thinking about switching to a global HR system that would cover all of our needs," a team member explained. "But those systems were all geared to a corporate environment; for example, they would have required partners to fill out an online application, which is just not feasible in the law firm context. I fought to keep LawCruit because it offers so many features that we just couldn't replicate in a non-legal hiring platform."

02. Rich, Centralized Repository of Candidate Data: LawCruit serves as a rich and centralized source of information about candidates, giving them a complete history of their interactions with the firm.

One of the main aspects of LawCruit that the team didn't want to lose was the historical candidate information it created. "So much law firm hiring is opportunistic. There are a lot of repeat candidates, especially for more senior positions. LawCruit maintains all that history, such as interview comments from previous meetings. We can truly see the story of a candidate, which lets us make better hiring decisions."

03. User-friendly Interface & Exceptional Customer Support: LawCruit is intuitive and easy to use, plus it's backed by responsive, expert customer service that understands how law firms work.

Despite all of its functionality and flexibility, LawCruit is surprisingly accessible. “One of the most positive aspects of LawCruit is how simple it is to pick up and use,” a team member observed. “We have associates reviewing and approving project submission forms from our summers in LawCruit, and I haven’t had a single ‘I don’t know how to do this’ call from any of them. The system is just simple to navigate and so operational.”

LawCruit even makes it easy to generate advanced reports. “I’m not a tech person,” one team member insisted. “I can’t code, but it’s so easy to put together reports that give us exactly the information we want. Especially for a specific practice, where we have just a tremendous amount of information about who’s applied and interviewed, LawCruit lets us quickly distill that information into a usable format.”

And if they do get stuck? Not to worry. “If we ever need anything, we can always count on LawCruit to come through with expert help right away. The customer support team understands our needs and helps us maximize our use of the platform based on our unique situation.”

Ultimately, the recruiting team at the firm offered the best possible testimonial: when they faced the possibility of losing LawCruit, they fought to keep the system that was working so well for them—and they succeeded. Their successful campaign is the strongest endorsement for LawCruit, which continues to be an invaluable tool in their recruitment operations.



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