

Temporary/Permanent Legal Placement Agencies

The placement agency is just one avenue for the permanent job search. Many agencies place attorneys in short-term, temporary jobs, which can be a way to gain experience while being paid, provide a means of support during the search for a permanent position and, for some attorneys, provide a career that allows them the flexibility for particular lifestyle/career choices. Most agencies also offer permanent placement. Whether your intent is permanent or temporary placement, you should check out agencies of interest beforehand so that you are comfortable that the agency you select.

Temporary placement

The temporary placement agency typically places you in short-term assignments at specific employers, which may need assistance for a special project. Positions at some agencies may be one day to one week, while other agencies require a two month to two year commitment. Most temporary assignments are full-time (9:00 am to 5:00 pm), Monday through Friday. **Be very clear on the terms, particularly the financial terms, before you sign any agreements.**

Before you sign with such an agency, your research should include, but not be limited to, the following:

- Whether the agency offers the kinds of projects or assignments of interest to you
- The experiences of other people who have worked with that agency
- The number of years in business, size of the agency and reputation
- Whether temporary employees can accept full-time positions with agency clients
- Whether the agency offers benefits and the conditions that must be met before you can obtain benefits, and whether the coverage will apply to your family
- **TIP:** Follow up with recruiting staff in a professional manner. Consider appointments with recruiting staff as part of the interview process

Permanent placement

Agencies that provide permanent placement can offer a range of services, such as helping you hone your interview skills, providing advice on the job search process and referring your resume to employers who may be interested. Opportunities may be limited for recent graduates without additional experience. *All fees should be paid by the employer.* **Be very clear on the terms, particularly the financial terms, before you sign any agreements.**

Your research should include, but not be limited to, the following:

- The firm's past experience in placing people with backgrounds similar to yours
- Whether you feel a "fit" with the people who would be representing you to employers
- The number of years in business, size of the agency and reputation in the legal community
- The experiences of other people who have worked with that agency
- Whether a license to practice is required for the position. Licensed attorney positions pay more than unlicensed positions.
- Whether the agency offers benefits and the conditions that must be met before you can obtain benefits, and whether the coverage will apply to your family
- **TIP:** Graduates taking the Bar in July should register in April or May

Placement agencies cannot guarantee employment. They are seeking the best candidates for their "clients" (the firms and businesses who hire them to fill positions). If you choose to work with such an agency, be sure it represents you well as a candidate. Certain agencies are listed in the table in this tip sheet. **Mitchell Hamline School of Law does not endorse any of the agencies listed.** You are responsible for carefully investigating any agency before you enter into any arrangement with them.

Definitions

Permanent placement: One is a permanent employee from the start date. Employment is definite unless one is terminated or a resignation is tendered.

Temporary placement: One is a temporary employee with employment lasting no more than two years and usually 6-18 months.

Temporary to hire: One holds temporary employment with the possibility of permanent employment upon favorable review and company circumstances.

Kelly Law Registry Ste 2880, AT&T Tower 901 Marquette Aave Minneapolis, MN 55402 (612) 339-9595 Fax: (612) 339-2286 www.kellylawregistry.com	Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Other Information: Kelly Law Registry is a Fortune 500 company.
Robert Half Legal 800 Nicollet Mall, Suite 2700 Minneapolis, MN 55402 (612) 349-2810 Fax: (612) 349-3614 www.roberthalflegal.com	Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Other Information: Robert Half Legal works only with legal placement.
Talon Performance Group 5891 Cedar Lake Rd. Minneapolis, MN 55416 (612) 827-5165 Fax: (952) 767-5016 www.talonperformancegroup.com	Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Other Information: Formerly Legal Liaisons, Ltd.
The Mergis Group 80 South 8 th Street, IDS Center Suite 1500 Minneapolis, MN 55402 (612) 313-7997 Fax: (612) 313-7999 www.mergisgroup.com	Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Other Information: All employees of The Mergis Group have a legal background of some type (e.g., law degree, paralegal, legal secretary, etc.).
Beacon Hill Staffing 401 N. 3 rd Street Suite 580 Minneapolis, MN 55401 (612) 344-9900 Fax: (612) 344-1144 www.beaconhillstaffing.com	Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Other Information: Offers interview coaching and software tutorials.
Adecco Staffing 101 5th St E #206 St. Paul, MN 55101 (651) 224-4040 www.adeccousa.com	Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Adecco S.A. is a Global Fortune 500 company.
Robins, Kaplan, Miller & Ciresi Recruiting Administrator 800 LaSalle Avenue 2800 LaSalle Plaza Minneapolis MN 55402 (612) 349-8500 Fax: (612) 339-4181	Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Other Information: Robins, Kaplan, Miller & Ciresi is a national trial firm with offices nationwide.
The Esquire Staffing Group, Ltd (312) 795-4300 www.esquirestaffing.com	Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Other Information: Family owned staffing company based in Chicago, IL.
Night Owls Staffing http://www.nightowlstaffing.com/	Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Other information: Night Owls Staffing hosts positions with nontraditional hours.