

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.

<p>Trustpoint.One Office locations 855.669.1205</p>	<p>Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes</p>
<p>Robert Half Legal Office locations</p>	<p>Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Other Information: Robert Half Legal works only with legal placement.</p>
<p>Talon Performance Group 5891 Cedar Lake Rd. Minneapolis, MN 55416 (612) 827-5165</p>	<p>Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Other Information: Formerly Legal Liaisons, Ltd.</p>
<p>Beacon Hill Staffing 401 N. 3rd Street Suite 680 Minneapolis, MN 55401 (612) 344-9900</p>	<p>Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Other Information: Offers interview coaching and software tutorials.</p>
<p>Adecco</p>	<p>Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Adecco S.A. is a Global Fortune 500 company.</p>
<p>Robins Kaplan LLP Recruiting Administrator 800 LaSalle Avenue, Suite 2800 Minneapolis MN 55402 (612) 349-8500</p>	<p>Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Other Information: Robins Kaplan LLP is a national trial firm with offices nationwide.</p>
<p>Esquire Recruiting</p>	<p>Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes</p>
<p>Night Owl Staffing</p>	<p>Permanent placement: Yes Temporary placement: Yes Temporary to hire: Yes Other information: Night Owl Staffing hosts positions with nontraditional hours</p>

Contact: careers@mitchellhamline.edu (651)290-6326