

## CASE STUDY

# Interim Legal Talent



### THE CLIENT

American nonprofit dedicated to supporting the healthcare community

### Industry

Nonprofit

### Location

Washington, D.C.

### The Challenge

When a key member of their legal team departed for another position, our client found themselves in need of a skilled lawyer with a background in legislation and policy to support their advocacy division. Due to the rapid changes in the healthcare industry, it was critical to fill this position as quickly as possible. Though the client had interviewed several candidates for the role, they struggled to identify someone with both the required skills and drive to advance the organization's mission in a high-pressure environment. Major, Lindsey & Africa's history of making successful placements at this organization led them to reach out to Interim Legal Talent for assistance.

### The Solution

Interim Legal Talent met with both the hiring manager and future supervisor for the role to conduct a deep-rooted needs analysis to identify a candidate who could join their team as an interim resource before determining whether they would be converted to a full-time member of the team. The client's position leading the national domestic healthcare developments and its close ties with governmental bodies meant this role required a number of highly complex skills. In addition to exposure to Medicare matters, the ideal candidate was expected to write bipartisan testimony for Congressional hearings and draft proposed legislation in line with policy. A seasoned professional adept at collaborating with high-powered stakeholders was also required.

With the role accurately sketched out, the Interim Legal Talent team began the search for the perfect candidate. In less than a week, four candidates with extensive experience working as lawyers on Capitol Hill were identified and shared with our client for their review. While all four candidates met the client's unique requirements, they chose to progress with the candidate who had the most exposure to policy and legislation. Our client was so impressed by this candidate's background and skillset match, they were given an immediate offer to join the team.

### The Results

Through the ongoing development and maintenance of a strong partnership with our client, the Interim Legal Talent team went from formulating a role description to placing a candidate within three weeks. Since joining our client's team, the candidate has leveraged their existing experience in advocacy and policy to deliver on our client's goals and objectives in the United States. Our client went from considering temporary resources to hiring a permanent member of their team as a result of Interim Legal Talent's strong need's assessment and identification of the perfect candidate.