Take This Fit and Shove It: The In-House Counsel Hiring Process

A company's human resources department has only one criterion for a candidate for an in-house position, but "fit" isn't the real issue, suggests an **Above the Law** columnist identified as "a harried in-house counsel at a well-known company that everyone loves to hate."

Using the pseudonym of "Kay Thrace," the author recalls her days in Biglaw, when the firm HR team carefully culled thousands of résumés of the ivy elite and organized perfectly balanced recruiting lunches.

"[I]n Biglaw, every single one of us knew that we were only as good as last year's talent pool, so we had to strive to get the best and brightest. In-house? Not so much."

It's different in the business world, however, because "apart from a few basic qualifications (do you have a law degree, are you in good standing, have you killed someone in this state in the last five years, etc.), HR has nothing else to hang their hats on other than fit."

Forget fit, she writes: "Do you know when you're being patently misled by the business and are you gracious about rectifying the situation and guiding it to a satisfactory, risk-mitigating conclusion? Yes? You're freaking hired."

Read the Above the Law article.