



THE DEMAND FOR SKILLED TALENT: SPOTLIGHT ON LEGAL HIRING

Canada

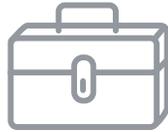
HOW HAS COVID-19 IMPACTED THE LEGAL EMPLOYMENT MARKET?

While employers were cautious about adding staff in the second quarter, the pandemic also raised new legal questions and concerns. With legal counsel essential, law firms and companies are hiring highly skilled legal professionals on a project and consulting basis to meet ongoing client demands.

WHERE IS HIRING HAPPENING?

Areas driving hiring

- Compliance administration
- Contract administration
- Family law
- Labour and employment
- Litigation



In-demand positions

- Compliance analyst
- Corporate counsel
- Data privacy specialist
- Insurance defence associate
- Law clerk
- Litigation associate



In-demand technical skills

- Contract management, eDiscovery and document review platforms
- Cybersecurity
- Legal software
- Operating systems

WHAT ARE LEGAL MANAGERS PRIORITIZING IN THE COMING MONTHS?

Workloads have shifted since the start of the COVID-19 pandemic, and legal teams are focusing on:

- Maintaining and improving remote work arrangements
- Contingency and workforce planning for remote teams and office locations
- Practice area management of essential business and revenue-generating opportunities
- Case updates and trial preparation

Find out how a *flexible staffing strategy* can benefit your business.

WHAT NONTECHNICAL SKILLS SHOULD EMPLOYERS LOOK FOR?

The need for legal teams to adapt to both a remote environment and further uncertainty has highlighted the importance of nontechnical skills. Look for the following soft skills when hiring legal professionals:

- Active listening
- Adaptability and flexibility
- Collaboration and teamwork
- Creative problem-solving
- Emotional intelligence



3 TIPS FOR HIRING REMOTELY

Cast a wide net

Does this role need to be on-site once you return to the office? If not, consider widening the pool of candidates by searching for professionals in other cities.



Get camera-ready

For interviews, test your video platform, look professional and minimize distractions. Pay attention to candidates' body language to help assess their soft skills and engagement in the conversation.

Present your best offer

A comprehensive compensation package is needed to draw talent in any business environment, and you'll likely face competition for your top candidates. Be ready to negotiate and offer attractive nonmonetary benefits and perks, including ongoing remote-work arrangements and flexible schedules.

SEARCH FOR LOCAL AND REMOTE CANDIDATES

with **Candidate Browse**. It's accessible 24/7, and you can search by job title, skill set or location to see profiles matched to your needs.

