

Partner Recruiting Senior Manager – Talent Identification

PeopleSoft Job Code / Title:	6130 / PartnerRecruiting&IntegraSrMgr
Department / Subdepartment:	Partner Recruiting & Integration
Organizational Relationship:	Reports to the Director of Partner Recruiting & Integration – Strategic Projects
FLSA Status:	Exempt
UCM Level:	N/A
Last Updated:	April 2026

General Summary:

The Partner Recruiting & Integration Senior Manager - Talent Identification (the “Senior Manager”) will drive proactive partner search and market outreach activity in support of our lateral partner and counsel recruiting efforts, globally.

Utilizing their deep experience and understanding of the market for partner talent and the partner recruiting landscape, the firm’s approach to partner and counsel recruiting, and its internal processes, the Senior Manager will play a lead role in developing forward-looking strategies for capturing and synthesizing market intelligence, enhancing workflow and processes related to the firm’s talent identification strategy, and identifying operational efficiencies in support of the firm’s talent identification offering. In doing so, the Senior Manager will exercise sound judgment and provide senior leadership to initiatives that support firm leadership and Latham’s strategic growth priorities.

Essential Duties and Responsibilities

“Essential duties” are those that the Senior Manager must be able to perform at the firm’s direction:

1. Working closely with department leadership and colleagues in both the Partner Recruiting and Research & Analysis teams to lead and project manage the firm’s proactive lateral partner and counsel search activity, while driving internal collaboration to deliver market mapping and other related research materials in support of these proactive efforts.
2. Providing insights to leadership on market trends, competitor activity, and strategic talent opportunities.
3. Monitoring prospective candidates emanating from talent pipelining and/or proactive search activity, and shaping the process of data collation as it relates to their clients and practices. Driving data capture in relation to proactive searches, market mapping, talent pipelining, and early stage candidate discussions. Ensuring information is synthesized into actionable intelligence for senior stakeholders.
4. Ensuring relevant members of Partner Recruiting are informed of the context behind search activity, including the rationale for hiring and the details of specific candidates being pursued. Acting as the liaison between the Partner Recruiting and Research & Analysis teams in relation to all aspects of the firm’s talent identification efforts.
5. Working in close collaboration with the Partner Recruiting team to advise stakeholders on the appropriate outreach strategy for target candidates and prospects, leveraging recruiting expertise to inform engagement approach and positioning.
6. Ensuring that the details of any partner or counsel candidate(s) derived from a proactive search project are handed over efficiently to the applicable Recruiting Manager to lead the candidate through the firm’s active process. Also ensuring that other applicable teams are kept abreast of the implications of proactive search efforts.

7. Collaborating with the Partner Recruiting and Research & Analysis teams and playing a key role in determining the recruiting use case for new tools, technology and approaches to data capture and synthesis. Consulting with leadership of both functions to ensure consensus and support for changes proposed.
8. Interfacing with members of the Research & Analysis team to provide input on new projects and initiatives, and acting with broad discretion, on behalf of department leadership, to put change into effect.
9. Establishing and maintaining feedback loops with key stakeholders to ensure talent identification processes and outputs remain aligned with evolving business needs, and driving continuous improvement across the function.
10. Liaising closely with department leadership to ensure the firm's approach to proactive search activity, data capture and output remains consistent globally, both in substance and format.
11. Developing and maintaining strong, interactive relationships with all members of the department and other administrative groups, particularly (but not limited to) the Associate Recruiting, Business Development, Legal Talent, Technology, and Research Services teams. Serving as a credible and authoritative voice on lateral market intelligence across these constituencies.
12. Completing special projects as required. Playing a meaningful role in broader departmental initiatives, strategic planning efforts, and cross-functional projects, in addition to core sourcing responsibilities.

Knowledge, Skills, and Abilities

- Broad knowledge of global partner and counsel recruiting markets
- Strong project management skills to lead and structure thinking and work, ability to multitask, and track record of strong demonstrated leadership
- Exceptional attention to detail, with the ability to ensure accuracy and consistency across complex data, materials, and processes
- Flexibility and ability to build consensus
- Ability to manage competing priorities in a dynamic environment and deliver results on a tight timeframe
- Ability to lead as well as support interdisciplinary projects and initiatives
- Ability to develop strong knowledge of firm policies and procedures and a deep understanding of firm culture
- Well-developed and professional interpersonal skills
- Ability to interact collaboratively and effectively with people at all levels of the Firm
- Ability to conform to shifting priorities, requests and timelines
- Excellent communication skills, both written and oral
- Sensitivity to the needs of diverse and multicultural constituencies
- Strong computer and technical skills, including Microsoft Outlook, Word, Excel and PowerPoint
- Exceptional judgment and ability to handle highly confidential and sensitive information with appropriate discretion

Position Specifications

Education

- Bachelor's degree or equivalent required
- MBA, JD or Master's Degree preferred

Work Experience

- A minimum of five (5) years' experience in a management role required
- Ten (10) years' partner or associate recruiting experience preferred

Working Conditions and Physical Demands

- Frequently move (e.g., walk) around the office

- Spend extensive time using a computer, including use of a PC keyboard and mouse or similar data input devices required
- Travel may be required
- All Latham & Watkins positions are in a typical indoor office environment

The statements contained in this position description are not necessarily all-inclusive; additional duties may be assigned, and requirements may vary from time to time, and from location to location.