



# BarkerGilmore CASE STUDY

## THE CLIENT:

FORTUNE  
500 GLOBAL  
INDUSTRIAL  
CORPORATION

## POSITION:

EVP AND  
GENERAL  
COUNSEL

## INDUSTRY:

INDUSTRIAL

## Client Need: EVP and General Counsel

The client is a Fortune 500 global, industry-leading corporation with deep historical ties to the city where its headquarters are located, as well as a focus on environmental, social, and governance processes and sustainability. After years of influential leadership, the outgoing General Counsel decided to retire, compelling the search for a replacement.

It was paramount to find a successor that could build upon the respected legacy left by the outgoing General Counsel while having the right personality to serve the CEO and the board, build trust, and bring creative ideas. With a transformative and innovative reputation, the client sought a General Counsel who understood that the company is on the precipice of tremendous growth. The ideal candidate would have the expertise and intelligence to lead a global legal and compliance team and have legal, business,

and corporate secretarial experience in a similar global industry. Such a candidate would also be an accomplished negotiator and strategic thinker.

The search criteria included:

- A Bachelor of Laws (L.L.B.) or Juris Doctor (J.D.) degree with a license to practice law in at least one jurisdiction.
- 15 or more years of law firm and in-house legal experience, with proficiency in public company governance, mergers and acquisitions, general litigation matters, and laws surrounding privacy, labor, U.S. securities, environmental, and employment matters.
- Previous exposure to a similar global industry, preferably from the engineering, manufacturing, or energy sectors.

## Recruiting Solution

BarkerGilmore began the engagement by tapping into its network of experienced General Counsel with the requisite exposure to a similar sector who culturally fit the client's approach. Given the global nature of the client's organization, BarkerGilmore conducted a multinational search and presented the client with a slate of Fortune 500 General Counsel who would each bring their unique experiences and leadership styles to the job. Building appreciation and enthusiasm for the position, BarkerGilmore worked to familiarize candidates with the city where the corporation is headquartered and to understand the significance of the company in the city.

The finalist had the perfect experience and personality fit for the position. His previous work was in a similar industry with a global company and included insight into corporate governance, litigation, compliance, mergers and acquisitions, and corporate secretarial matters. After learning more about the importance of the organization to the city and the organization itself, he also preferred to relocate for

the position. The client appreciated that previous colleagues described him as a learner, collaborator, and trusted colleague. The client also respected that the finalist could serve as more than just a lawyer; he had fully immersed himself in the business in his previous positions and could fulfill many other roles. With his experience and personality, the hiring team was confident the finalist would be an excellent successor to the trusted outgoing General Counsel. The new EVP and General Counsel accepted a competitive compensation package offer. The outgoing General Counsel noted that the executive team was very impressed with the quality of the candidates BarkerGilmore delivered. Another stakeholder expressed that BarkerGilmore provided a great candidate experience, and the client was impressed with how BarkerGilmore consistently provided responsive services. Similarly, the new General Counsel praised the Managing Director for going the extra mile, introducing him to the city and meeting with him before the final interview.