



# Senior In-House Counsel Practice.

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# The Evolving Role of Senior Legal Leaders.

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## Strategic Business Partners

Today's Chief Legal Officers and General Counsel are no longer just technical legal experts - they are trusted advisors and commercial partners to the executive team and Board, shaping business strategy and driving growth.

## Navigating Complexity

With global regulation intensifying, technology outpacing the law, and corporate governance under constant scrutiny, senior legal leaders must both protect and empower their organisations, leveraging legal expertise for commercial advantage.

Senior legal leaders have moved from the backroom to the boardroom - now acting as strategic advisors who drive growth and protect businesses in a complex, global environment.



Odgers' Legal Practice operates across continents, partnering with organisations find legal leaders who deliver strategic impact.



Today's most effective legal leaders combine sharp technical expertise with the emotional intelligence and charisma to inspire trust and collaboration - becoming proactive, tech-enabled business partners, not just gatekeepers.

## Strategic Impact in a Complex Environment.

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### Odgers' Expertise

Odgers' Legal Practice partners with organisations worldwide - from start-ups to FTSE100 companies - to identify and develop legal and governance leaders who can tackle the increasing complexity of international and domestic law, ensuring businesses are equipped for growth and resilience.

In the UK legal sector, we have a market leading practice with market share of c.20%. Through our global network of legal experts and industry-specific consultants, we support organisations in securing senior legal officers with the experience to tackle the increasing volume and complexity of international and domestic law and regulation.

### Our Practice Serves Three Markets:

- Supporting CEOs and Boards to find the right Chief Legal Officers and General Counsel
- Supporting those CLOs/GCs to build their leadership teams
- Supporting CLOs in the appointment of key short-term / interim hires

# UK Track Record.

The Odgers' London team have led senior in-house legal search for:

- Supporting CEOs and Boards to find the right Chief Legal Officers & General Counsel
- Supporting those CLOs/GCs to build their leadership teams
- Supporting CLOs in the appointment of key short-term / interim hires
- Big Four, General Counsel for UK LLP
- FTSE100 defence, Head of Corporate & Securities
- FTSE100 financial services business, Divisional GC
- FTSE100 housebuilder.
- FTSE250 engineering company
- FTSE250 financial services business
- FTSE FMCG company
- FTSE250 housebuilder
- FTSE250 industrial company
- FTSE250 property company
- Global content production company
- Global digital asset, Head of Regulatory
- Global TV production company
- Global VC fund, London-based
- HNW sports talent own company
- Japanese-listed global gaming company
- PE-backed electric vehicle company
- PE-backed energy infrastructure
- PE-backed mining company
- Post Office – legal remediation work
- Private FTSE250 equivalent property

# Government Legal Search.

We have been trusted by the United Kingdom Government in their most senior legal recruitment:

- The search for the Permanent Secretary of the Government Legal Department
- The search for the General Counsel of the Financial Conduct Authority
- The searches for four Directors of Public Prosecution (including the then appointment of the UK Prime Minister)
- The searches for the GC equivalent for the Department for Transport, Department for International Trade and HM Treasury



# Global Track Record.

Our global practices have led senior in-house counsel search for:

- Alternative asset manager in Paris
- Big Four in Brussels
- Big Four in Copenhagen
- Credit Union in Atlanta
- Financial information provider in Frankfurt
- Global brewing company in the Nordics
- Global consumer electronics, Hong Kong
- Global FMCG in New Delhi
- Global entertainment company, Hong Kong
- Global gaming company in Los Angeles
- Global pharmaceutical company in Ukraine
- Global power producer in New Delhi
- Health Insurance Agency in Washington
- Integrated energy company in Paris
- Japanese bank in Frankfurt
- Major commercial bank in Ukraine
- Major hospital in Dubai
- Media production company in Montreal
- Multi-national restaurant chain, Toronto
- Private healthcare provider, Cape Town
- Rolling stock manufacturer, South America
- UN Financial Agency, Washington

# Our Approach.

- **Unrivalled Network:** We maintain a broad and deep network of senior legal counsel, regularly engaging them through roundtable lunches and events to stay ahead of industry trends.
- **Legal Leadership Events:** Our high-profile events, such as the London collaboration with Deloitte Legal, bring together hundreds of senior in-house counsel to discuss pressing business issues.
- **Comprehensive Search Capability:** We build out entire legal leadership teams, tracking and delivering searches for General Counsel, Deputy GCs, Heads of Legal, and divisional leads.
- **Strong Law Firm Connections:** Our relationships with top law firms allow us to tap into their networks and identify emerging leaders in the in-house legal community.
- **Tech-Enabled Search:** We leverage market-leading technology, including AI, to enhance our search speed and efficiency - always guided by clear ethical standards.
- **Commitment to Diversity:** We actively engage with diversity networks, including initiatives like Unlimited Allies and International Women's Day roundtables, to broaden our talent pool.
- **Sector-Agnostic Approach:** We focus on legal and leadership capabilities, recognising that top GCs can excel across sectors if they have the right mix of IQ and EQ.
- **Odgers Interim Legal Services** delivers top-tier, flexible legal talent on demand - vetted to the highest standards and ready to tackle complex challenges. Our cost-effective, transparent model leverages 25 years of global legal relationships to provide tailored interim solutions, from interim General Counsel to specialist project support.

# Our Global Reach.

59 offices in 33 countries

## NORTH AMERICA

**CANADA**  
Calgary  
Montreal  
Ottawa  
Toronto  
Vancouver  
**UNITED STATES**  
Atlanta  
Boston  
Houston  
Minneapolis  
New York  
Washington D.C.  
**MEXICO**  
Mexico City  
Monterrey

## SOUTH AMERICA

**ARGENTINA**  
Buenos Aires  
**BRAZIL**  
São Paulo  
**CHILE**  
Puerto Montt  
Santiago  
**PERU**  
Lima  
**URUGUAY**  
Montevideo

## MIDDLE EAST & AFRICA

**SOUTH AFRICA**  
Cape Town  
Johannesburg  
**UNITED ARAB EMIRATES**  
Dubai

## EUROPE

<b>AUSTRIA</b> Vienna	<b>PORTUGAL</b> Lisbon
<b>BELGIUM</b> Brussels	<b>SPAIN</b> Barcelona
<b>CZECH REPUBLIC</b> Prague	Madrid
<b>DENMARK</b> Copenhagen	<b>SWEDEN</b> Stockholm
<b>FINLAND</b> Helsinki	<b>SWITZERLAND</b> Zürich
<b>FRANCE</b> Paris	<b>TURKEY</b> Istanbul
<b>GERMANY</b> Frankfurt Munich	<b>UKRAINE</b> Kyiv
<b>IRELAND</b> Dublin	<b>UNITED KINGDOM</b> London Cardiff
<b>NETHERLANDS</b> Amsterdam	Birmingham Manchester
<b>LUXEMBOURG</b> Luxembourg City	Leeds Glasgow
<b>POLAND</b> Warsaw	Aberdeen Edinburgh

## ASIA PACIFIC

<b>AUSTRALIA</b> Brisbane Melbourne Sydney	<b>INDIA</b> Bangalore Gurgaon Haryana
<b>CHINA</b> Hong Kong Shanghai	Mumbai
	<b>JAPAN</b> Tokyo
	<b>SINGAPORE</b> Singapore



# Regional Contacts.

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## Get in Touch

We'd love to discuss how we can support your legal leadership needs.

## Visit Us

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