

DWTSurge Secondment

What is a Secondment?

A secondment is a temporary contract assignment where a DWT employee is embedded within a host client organization for a set period. This arrangement allows lawyers or legal professionals to gain in-house experience, build relationships, and understand our client's operations more deeply, benefiting both the firm and the client through collaboration and skill enhancement.

How Do Secondments Work via DWTSurge?

The DWTSurge Program hires attorneys and legal professionals for client secondment requests to meet the growing demand for staffing support from clients. Secondees are employees of DWT and are managed administratively by DWT, but their day-to-day work is performed directly under client instruction and supervision.

What Kind of Candidates Do You Seek for Secondments?

Ideal secondees typically have prior in-house experience and, in addition to solid legal practitioner skills, are adept at navigating corporate structures, business priorities, and deliverables. Most DWTSurge secondees are mid to senior level attorneys or seasoned paralegals who have had prior experience working with the in-house legal team of fast-paced, global corporations. The best candidates are proactive, know when to escalate issues, ask questions, and solve problems. Applicants should be responsive, curious, team-oriented, and eager to learn about the client's business.

Compensation and Benefits:

Secondees may be paid on an hourly or on a monthly salary basis. The specific compensation arrangement for each secondment will be discussed with your DWTSurge Recruiter. Some full-time secondees may be eligible to participate in the firm's health insurance benefits.

Working Hours:

Secondment hours typically align with the host client's business hours and attorney secondees are expected to provide support in a similar fashion to in-house full-time employees. There may occasionally be part-time secondments with specific hours limitations. Please discuss any availability concerns with the DWTSurge Recruiting team.

Interview and Selection Process:

Prospective secondment candidates will meet with a DWTSurge Recruiter for an initial 30-minute video interview. If progressed, further interviews with hiring partners, client relationship managers, and possibly clients may follow, taking 1-2 weeks or longer. Please note that some secondments selection processes may move very quickly, due to urgent needs on the host client side.

Facilities and Support:

Clients provide necessary equipment and access for the secondment. Depending on the secondment, work may be performed remotely, on a hybrid basis, or on-site in the host client's offices full-time. The host client's requirements will be specified for each opportunity. Please discuss any accommodation, travel, or on-site availability concerns with the DWTSurge Recruiting team.

If you have any further questions or are interested in being considered for secondment opportunities, please reach out to:



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