



*A former practicing lawyer, Valerie Fontaine has assisted hundreds of lawyers with their professional*

*transitions in her 20-plus years as a search consultant. The founding partner of Seltzer Fontaine Beckwith, a legal search firm based in Los Angeles, she places attorneys with law firms, corporate law departments, and nonprofits, and consults with regard to career and practice development, law office management and expansion, and the elimination of bias in the legal profession.*

*She is a frequent speaker on topics related to the legal profession and careers in law to audiences including state and local bar associations, the National Association of Legal Search Consultants, the Corporate Counsel Association, law school student and alumni groups, and various large law firms and law firm partnership retreats.*

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# The Right Moves: Job Search and Career Development Strategies for Lawyers

by Valerie A. Fontaine

NALP, 2006

*The Right Moves: Job Search and Career Development Strategies for Lawyers* is intended for any lawyer who wants to learn how to make the right moves for a successful legal career. Author Valerie Fontaine speaks from her inside track as a legal search consultant as she presents specific strategies for lawyers at all stages of their careers to increase their marketability in order to land their ideal jobs or to position themselves for success within their current organization.

Over 75% of lawyers change jobs within the first five years of practice, and there is increasing mobility among senior attorneys, yet many have no idea how to conduct a successful job search, or how to best position themselves within their current firms to get ahead. With lateral lawyer hiring increasing, this is the right time for *The Right Moves*.

*The Right Moves* will show attorneys at all levels of experience how to:

- conduct an effective self-assessment and design a personalized career plan;
- stay abreast of trends in the legal marketplace;
- determine where to look for opportunities;
- assess a career move;
- maximize their marketability;
- write effective cover letters and résumés;
- ace all types of interviews;
- follow up for maximum impact;
- handle offer negotiations and counter-offers;
- choose the right environment;
- make smooth career transitions;
- work smarter, not harder; and
- position themselves to springboard ahead.

*“Smart, comprehensive, and highly practical, The Right Moves offers all the right advice. Reading it is sure to be a wise career move for any lawyer seeking professional success and satisfaction.”*

— Deborah Schneider, JD, career counselor and co-author of *Should You Really Be a Lawyer? The Guide to Smart Career Choices Before, During and After Law School*

*“The Right Moves offers honest, practical advice about the legal market for both law students and graduates. Written by a lawyer with over 20 years of legal placement experience, Fontaine provides detailed information about every step of the job search process and unlocks the mysteries of hiring and promotion.”*

— Donna Gerson, consultant and author of *Choosing Small, Choosing Smart: Job Search Strategies for Lawyers in the Small Firm Market*

*“The Right Moves is an essential resource for lawyers contemplating a career move today or in the future. It covers far more than just changing jobs. This book helps you decide what kind of success is right for you, and explains how to make that ideal a reality through carefully crafted career strategies. It is comprehensive and easy to read, packed with information, suggestions, and highly practical advice. It’s the book to turn to for detailed guidance on taking control of your career.”*

— Ida O. Abbott, Esq., author of *The Lawyer’s Guide to Mentoring and Lawyers’ Professional Development: The Legal Employer’s Comprehensive Guide*, and consultant on the management, development, and career advancement of lawyers

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