

In this installment of the NALSC Member Profile, we're putting the spotlight on longtime member (and recent addition to our Board of Directors) Ross Weil. If you haven't had the pleasure of engaging with Ross at our conferences and symposia over the years, then you may nonetheless have gotten acquainted with him as an entertaining guest on the inaugural episode of the NALSC podcast Recruiter Stories. Based in the New York City area, Ross is a Partner at Walker Associates where he focuses his practice on partner and group searches.

The son of a recruiter and a child psychologist, Ross' journey to legal recruiting was a circuitous one as he initially began his career in 2002 with an accounting degree from American University. After spending his first four years after college with American Express and Deloitte working in Senior Accountant roles, Ross quickly grew tired of the deadlines and Excel spreadsheets and generally found the work boring and tedious. Not unlike some of the "recovering attorneys" in NALSC who found their legal careers boring and tedious (the author of this article included), Ross' entree into the recruiting world was through the industry he knew best as he joined Walker Associates to help build out their accounting niche. It was here that Ross would meet Keith Fall, another young recruiter who would play a very consequential role throughout the course of Ross' recruiting career.

While Ross quickly found success recruiting accounting partners, the nature of the annual accounting calendar resulted in a lack of search assignments during the first four months of every calendar year. Three years into his recruiting career, Ross took an assignment during this period for an in-house trusts and estates attorney - this opened his eyes to the legal profession, with its frequent lateral movement and lack of non-compete agreements. Moreover, his local market of New York City was the world-wide hub for legal talent. Within a year and after careful consideration, both Ross and Keith committed their recruiting practices solely to the placement of attorneys. Ross and Keith would later assume the helm at Walker Associates, having transformed it into the respected legal recruiting brand that it remains to this day.

Over the course of his legal recruiting career, Ross' practice has evolved to focus on strategic assignments for repeat clients while helping select partners and groups upgrade their respective platforms. After all these

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years in the business, Ross still enjoys helping his candidates embark upon the interview process as well as the good feelings and resulting momentum that comes from initial positive feedback on both sides. When he's faced with the inevitable disappointments that come with being a recruiter, Ross makes sure to remain grateful for the many successes he's otherwise had while staying proactive and getting right back on

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the phone (an approach he finds useful during the best of times as well).

Ross is especially grateful for the support of the strong internal community that he and Keith have fostered at Walker Associates. While the stakes are high for the type of transactions on which they focus, they do prioritize having a fun and pleasant office atmosphere while still maintaining consistently high candidate and client engagement. They also emphasize a disciplined cash flow strategy that helps them and their team to focus on their efforts over results and not "counting their chickens before they've hatched." That being said, their team has maintained a delightful tradition of choosing among the best new restaurants in the city at which to celebrate as motivation for closing their deals.

Originally from Suffern, New York, just north of the city along the northern New Jersey border, Ross currently resides in Hoboken, New Jersey with his wife Alissa and their two young sons Ethan and Dylan. When he's at home and not recruiting, Ross enjoys outdoor grilling with his family and even does it in the cold of winter (although pizza out with his boys is a frequent activity with Ross' favorite pizza topping being chicken parmesan). He is also an avid outdoorsman who likes to ski, hike, bike and run. Along with his wife, Ross has developed a passion for shark fishing which they enjoy doing together in the Florida

Keys twice a year. (AUTHOR'S NOTE: The phrase "Shark Week" probably hits a little differently in the Weil household!) Additionally, Ross is on the board of NJY Camps, the largest Jewish overnight camping agency serving over 3,000 children each year. Ross was a camper and counselor at NJY in his youth and his oldest son Ethan is now a camper there as well.

When left to his own devices, Ross enjoys reading and is currently into "Die With Zero: Getting All You Can From Your Money and Your Life" by legendary energy trader Bill Perkins. Other books that he credits with shaping his approach to his work and personal life include "Never Split the Difference" by Christopher Voss, "The Only Sales Guide You'll Ever Need" by Anthony Iannarino, "Be Obsessed or Be Average" by Grant Cardone, and "Awaken The Giant Within" by Tony Robbins. He also enjoys cranking up some Pearl Jam (which he's proud to see that his boys have also taken a liking to) and watching the *Back to the Future* trilogy when any of the three movies happen to be on TV.

It's great having you on the Board and getting to know you better, Ross. We're looking forward to seeing you and the Walker Associates crew at many conferences and symposia to come!

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