

# Erin Sears

## PARTNER

Garrison  
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### WHAT IT'S LIKE TO WORK WITH ME

My approach focuses on transparency, zealous advocacy (with firms), and the appropriate balance of proactivity and patience (with attorneys).

Making the “right” decision is a combination of many factors. I bring deep market intel and research, a thoughtful approach throughout the process, and the ability to help you carefully weigh the pros and cons of your options. My candidate clients describe me as a “consummate professional with an incredibly ‘high touch’ approach.”

Law firm clients trust me to know the market intimately, do the research that identifies the best candidates, and always keep them informed. Having myself practiced for nearly fifteen years as a litigator at an AmLaw 25 firm, my law firm clients have shared that I am “relatable,” “bring instant credibility,” and “know what [I’m] talking about.”

### OVERVIEW

Erin has over 20 years of experience in the DC legal market. She works with attorneys on firm-to-firm lateral moves and government-to-firm transitions (e.g., DOJ, SEC, DOE), as well as confidential targeted searches for law firm clients. Erin recruits for regulatory, transactional and litigation practices. Her placements span AmLaw 50 firms, Chambers/Legal 500-ranked practices, and elite boutiques.

In addition, Erin co-founded Women in Fintech & Financial Services (WIFFS), a DC-based networking group of elite partners and practitioners in this space.

## CREDENTIALS AND PAST EXPERIENCE

- J.D., Washington University School of Law in St. Louis, 2004
  - » Member, Washington University Law Quarterly
- B.S., magna cum laude, University of Maryland at College Park, 2001
  - Double Degrees: International Business and Logistics & Transportation
  - Double Minors: Portuguese and Spanish

Prior to joining Garrison, Erin practiced for twelve years at Paul Hastings in DC, as well as at Three Crowns, an elite international arbitration boutique. Her law firm experience has proven to be an invaluable asset to her law firm and candidate clients.

## REPRESENTATIVE PLACEMENTS

Erin has placed over 100 attorneys, including:

### ► SELECT PARTNER & COUNSEL PLACEMENTS:

- DOJ Civil Division Director as Partner with elite global law firm
- Expansion of top regional firm through the placement of two Partners and an Associate in Energy Regulatory and Environmental Litigation
- Privacy Partner with Chambers-ranked practice
- Executive Compensation Partner with Chambers-ranked practice
- SEC and in-house broker-dealer counsel as Special Counsel with AmLaw 5 firm
- Former Federal Reserve Bank of New York regulatory attorney as Counsel with AmLaw 5 firm
- Commercial Lending attorney as Counsel with leading, finance-focused national firm
- Energy Transactions attorney as Special Counsel with top Energy & Infrastructure practice
- Former Enforcement Section Chief, U.S. Department of the Treasury (OFAC), as Counsel with Chambers-ranked National Security practice at AmLaw 50 firm
- Patent Litigator as Counsel with elite boutique
- Government Contracts Litigator as Counsel with AmLaw 50 firm

# REPRESENTATIVE PLACEMENTS continued...

## ► SELECT ASSOCIATE PLACEMENTS:

- Transactional attorneys with payments, credit card, and fintech experience at AmLaw 25 firms
- Regulatory attorneys with crypto experience at elite and Chambers-ranked practices
- Consumer Financial Services litigators with AmLaw 25 firms
- Broker-Dealer / Investment Adviser attorneys with AmLaw 50 firms
- Structured Credit attorneys with AmLaw 25 firms
- Real Estate Finance attorneys with AmLaw 25 firms
- M&A and Private Equity Finance attorneys with AmLaw 25 firms
- Capital Markets attorneys with AmLaw 25 firms
- FERC regulatory and transactional attorney at Magic Circle firm
- Healthcare regulatory and transactional attorney at AmLaw 5 firm
- Numerous Antitrust litigators with AmLaw 25 firms
- Numerous Litigation and White Collar attorneys with AmLaw 25 firms

# TESTIMONIALS

## ► LAW FIRMS

“Erin is fantastic. She assisted us with several shareholder and associate hires as part of the growth of our DC office. She works incredibly quickly to identify and then successfully recruit top talent. We are thrilled to be working with Erin, and we are grateful that another trusted recruiter in a different geographic market pointed us to Erin.”

*- Managing Shareholder*

“Erin is a trusted resource for our firm. Our recruiting team and practice leaders ask for her by name. She invests energy and enthusiasm into learning about her clients’ practices and priorities which leads to great results for her candidates and our firm. Erin consistently presents female and diverse candidates, which is phenomenal and reflective of our firm’s shared values.”

*- Lateral Recruiting Coordinator, AmLaw 30 Firm*

“I trust Erin with exclusive and unpublished searches because she knows the lateral market, our firm, and the candidates who meet our requirements and fit within our firm culture. There’s a presumption that any candidate that Erin sends our way is worth careful consideration.”

*- Lateral Recruiting Coordinator, AmLaw 10 Firm*

# TESTIMONIALS

## ► CANDIDATES

“Erin identified a select handful of firms and provided meaningful insight into each that proved invaluable as I was making my decision. She tailored her approach to fit my (very) specific goals, and I appreciated her deep knowledge of the market.”

*- Financial Services, AmLaw 30 Firm*

“I was referred to Erin by a friend who she had also helped with a lateral move. I was returning to the U.S. from London and interested in top-tier practices in New York, Boston and DC. I cannot say enough about how seamless she made the entire process – everything was streamlined, including identifying firms and review of my deal sheet, which saved me an incredible amount of time.”

*- Capital Markets, AmLaw 10 Firm*

“I receive so many emails from recruiters, but responded to Erin because it stood apart from the rest – she had taken the time to read my biography and understand my practice. She was sharing details about a specific law firm opportunity, and it was clear she knew so much about that firm and their real estate practice. By far the best experience I’ve had with a recruiter. I would recommend her to anyone making a move.”

*- Real Estate, AmLaw 20 Firm*

“Several years passed from my initial conversation with Erin to the time I reached back out to her to explore lateral opportunities. Her initial approach was so refreshing in comparison to other recruiters that I held onto her details. She is professional, thorough, relatable – and very patient. We let several opportunities pass to find the right one and it was worth the wait. Plus, I appreciate other working parents – it’s a valuable perspective.”

*- Antitrust, AmLaw 10 Firm*

“I was unsure about leaving my firm, but also felt that something needed to change. With thanks to Erin, she set up informal meetings with several attorneys at what is now my current firm, and that enabled both sides to learn more about each other and whether it would be a good fit. I really didn’t expect to leave, but so glad she facilitated the opportunity for me to see my options. That approach worked with my comfort level, and I am now extremely grateful to be where I am.”

*- Technology Transactions, AmLaw 10 Firm*

“Erin is a thoughtful and patient listener and a fierce advocate - throughout the process, her informed market acumen, precision, care and clear communication style were ever-present. She is a consummate professional with an incredibly ‘high-touch’ approach - I was confident at all times throughout the process that I was in the most capable of hands. I would highly recommend her to anyone looking to make a move (and even, perhaps, if you aren’t yet sure).”

*- Leveraged Finance/Commercial Lending, Chambers-Ranked Practice*

“I appreciated Erin’s patience and expert insights throughout the lateral process, particularly in suggesting and negotiating offer terms, and in navigating potential conflicts. She was also adept at leveraging my technical background. The results Erin delivered were beyond what I’d thought possible, and she made it seem easy. When someone asks for a referral, I always point to Erin and let them know she’s the only recruiter I’d ever want to work with.”

*- Patent Litigation, Elite Boutique*

## OUTSIDE THE OFFICE

Our family lives near the National Cathedral in Washington, DC. Like most parents, the simplest pleasures come from spending time with family. So, for our two teenage boys, this means spending a lot of time shuffling and cheering them on for all things baseball (three to four different teams at any given time between travel and school!). It is a slow day when we are all lifting together at Onelife. But regardless, for our beloved German Shepherd, Rocky, this means a lot of scratches and fetch.

We enjoy international travel and adventure sports because an adrenaline rush runs in the family. Whether it is chasing a wave at our secret surf spot in Panama, a mogul run in Breck or a big tuna is on the line, we prefer making lasting memories (in lieu of collecting more stuff!).

And because I grew up on the water outside of Annapolis, Maryland, you can bet that we all know how to pick a crab clean. We are always up for a visit to grandma's – to enjoy boating, paddleboarding (Rocky too!) and hosting the traditional crab feast.