



Amy K. Savage

PARTNER

Garrison
1627 I Street, NW
Suite 1230
Washington, DC 20006

WHAT IT'S LIKE TO WORK WITH ME

I care about the people who trust me with their searches, which is why I take a personalized approach to lateral moves. From initial conversations and market research, to crafting compelling pitches and preparing you for interviews, I am actively involved in tailoring your search at every stage. When it comes time to negotiate final terms, my compensation expertise will give you an advantage. Beyond the search, I am invested in your success and have even introduced firms and candidates to potential clients and referral sources.

OVERVIEW

With 20+ years in the DC legal market, Amy knows the legal market's players and process — and her contacts benefit from her reputation as a Washington insider. She leverages the expertise and connections she has developed over two decades to help lawyers and legal employers find what they are looking for.

Amy understands which attorneys are likely to make a successful move, how to launch an effective search, which practice areas are most in demand, and how that plays into your approach.

WORKING WITH CANDIDATES

Contrary to what many will say, all firms are not alike - each platform differs in what it has to offer. The best firm for someone else is not necessarily the best for you and your clients.

Amy helps find the strongest platform for you with an initial, exploratory conversation about you, your practice, your clients, your goals, and other key factors like rates, conflicts, and the presence of other complementary practice areas. Amy will then gather market intelligence and present options that align with your goals and background. Amy knows which firms are interested in hiring in specific practice areas and she has access to key decision makers; she will help you navigate the process, simplify the recruiting process, save you time, ensure a more effective search, and help you secure a better result than you can on your own.

In addition to working with current law firm partners, Amy also works with Senate-confirmed and other high-level government attorneys. Those candidates face issues those already in private practice do not – how to make a business case without immediately portable business, with whom to speak about recusals, how to address limitations on appearances and compensation after departure, and so much more. Government attorneys can rely on Amy’s expertise to help them navigate those and other questions.

More generally, Amy helps senior lawyers and groups advance their careers by making strategic lateral moves to the right firms at the right time. Her success stems in part from her unique ability to align an attorney’s skills, aspirations, and (potential or existing) client base with the right platform.

WORKING WITH EMPLOYERS

Amy is widely regarded as one of the most skilled and knowledgeable legal recruiters in the region. She has worked with dozens of law firms to enhance their DC presence and build out both emerging and well-established practices.

Hiring teams reach out to Amy because she is effective. She explores the driving forces behind the searches (such as growth, succession, replacement, client demand), as well as key factors that need to be considered to ensure a strong fit. She then uses that information to craft an approach that helps bring the right candidates to the platform. She ensures that the first, lasting impression the candidate has of the firm is accurate and engaging.

As stated by an AmLaw 15 firm: “[Amy] knows exactly what we are looking for and never fails to provide top-notch candidates.”

CREDENTIALS AND PAST EXPERIENCE

Prior to joining Garrison, Amy served as the National Chair of the Government Regulatory & Enforcement Group of a large attorney recruiting agency. She graduated with honors from Georgetown University Law Center in 2000, and later moved from practicing law to legal recruiting, bringing experience and insight gleaned from her years at law firms to her work with candidates and clients.

Now a recognized expert on legal career issues, Amy has spoken about the DC legal market to numerous law schools (including Yale, Harvard, UVA, Columbia, and Georgetown), presented at key professional associations like NALP and WALRAA, and is relied upon for her thought leadership by the legal press (including ALM, Bloomberg, Law360, and Above the Law). She has also served as an expert witness in federal court on matters related to attorney compensation – experience that makes her uniquely qualified to negotiate on behalf of her candidates.

REPRESENTATIVE PLACEMENTS

The high-profile candidates with whom Amy has worked include Chambers-Ranked partners, team chairs, elected officials, Senate-confirmed officials, U.S. Attorneys, and senior attorneys from EPA, FERC, DOJ, and other agencies. Amy has negotiated offers for them from a range of firms, from the most prestigious and visible practices in the United States to smaller boutiques.

TESTIMONIALS

“When it came time for me to think about returning to private practice after over two years as a senior political appointee [], I called only one recruiter: Amy. Her knowledge of the legal market for laterals coming out of government was encyclopedic. She excelled at getting me very quickly in front of the senior leadership of a select number of firms of the highest caliber. And her advice on structuring a business plan, preparing for interviews, and compensation was indispensable. I recommend Amy wholeheartedly and without reservation.”

– *Chambers-Ranked Partner*

“Amy’s expertise with attorney compensation structures combined with her market knowledge proved to be a winning formula, and she secured multiple offers for me, with highly favorable terms.”

– *Chambers-Ranked Partner*

“Amy is an exceptional legal recruiter with uncanny insight into the DC legal market, particularly for individuals leaving government. She deploys that insight to her clients in order to maximize the probability that the candidates with whom she works enter new positions that are long-term and productive fits. Amy also works with clients to develop a strong plan that leverages the strengths that her clients bring to employer to ensure that the offers received are the best possible under the market conditions....”

– *Former AUSA turned General Counsel*

“Amy is the recruiter law firms turn to for their most critical searches because she genuinely cares about her clients. Her deep expertise and strong relationships make her a trusted and successful partner.”

– *Firmwide Director of Partner Recruiting, AmLaw Firm*

“[Amy] listened to the practices I wanted to focus on, helped me target my search, and then pointed me towards some wonderful opportunities that I wouldn’t have known about otherwise. She helped me secure an interview within weeks of when we started working together and I accepted an offer shortly thereafter. Throughout, she quickly gathered information for me and responded to all of my questions, ensuring that I understood where things stood in the firm’s decision-making process and had all the information I needed to decide how to respond to the offer.”

– *NGO fellow who landed a position in a highly specialized legal practice*

“Amy was retained by [a law firm] to help find someone with my skillset to augment its practice ... While she was a great advocate for the firm, she also gave me sound advice and insight that helped me make the selection that made the most sense for me. Thanks to Amy I’ve found a new professional home.”

– *Agency General Counsel, who accepted position as a practice group chair*

MEDIA, WRITING, AND SPEAKING

Dan brings a wealth of experience and understanding of the complex world in which he and his clients function. He is always willing to share what he has learned over decades of practice and what he sees as important current trends through the articles and books he writes, as well as the many interviews he gives to journalists covering the legal industry.

➤ RECENT ARTICLES (AS INDUSTRY COMMENTATOR)

- “Facing a Tough Job Market in Big Law, Staying Put Might Pay Off Later For Government Attorneys,” The American Lawyer (August 21, 2025)
- “These Laterals Are Seen as a ‘Huge Win’ in the Talent War. Here’s How Big Law Is Building Around ‘Boomerangs,’” The American Lawyer (August 20, 2025)
- “Trump’s Slew of Federal Layoffs Is Benefitting at Least One Industry,” Politico (August 4, 2025)
- “Mayer Brown Lateral Cut Loose Over Social Media Posts Highlights ‘Uneven’ Vetting Process in Big Law,” The American Lawyer (July 25, 2025)
- “Former DOJ Civil Rights Lawyers Flooding D.C. Litigation Talent Market,” The American Lawyer (June 5, 2025)
- “The 2025 NLJ 500: After Head Count Growth Exploded Last Year, Law Firms Pull in the Reins,” Law.com (June 5, 2025)
- “What’s Life Like For a Nonequity Partner? From Duties to Duration to Tax Status, the Answer Is Complicated,” The American Lawyer (May 6, 2025)
- “Cut a Deal or File a Suit? Every Big Law Response to Trump Scrutiny Is a Blueprint,” The American Lawyer (March 20, 2025)
- “BigLaw Hiring From Gov’t Up As Trump Slashes Agencies,” Law360 (March 17, 2025)
- “How Gov’t Attys Can Prepare For A Private Sector Job Search,” Law360 (February 19, 2025)
- “Government Attys Crowd Legal Job Market Amid Trump Cuts,” Law360 (February 14, 2025)
- “Eight-Figure Outliers Aside, These Lateral Candidates Face a ‘Buyer’s Market’ in Big Law,” The American Lawyer (February 13, 2025)
- “‘High Demand’: Former Trump Admin Lawyers Leverage Connections for Big Law Work, Job,” National Law Journal (January 29, 2025)
- “Law Students Scramble As Federal Gov’t Yanks Job Offers,” Law360 (January 24, 2025)
- “Government Attorneys Face Reassignment, Rescinded Job Offers in First Days of Trump Administration,” National Law Journal (January 24, 2025)
- “Weil Saw 20 People Leave in Partners’ Lateral Move to Paul Weiss,” The American Lawyer (January 17, 2025)
- “As Bonus Pools Expand, Challenges Grow in Partner Compensation,” The American Lawyer (January 13, 2025)
- “Biggest DC Legal Industry News From 2024,” Law360 (December 20, 2024)
- “Government Attorneys Are Flooding the Job Market, But Is There Room in Big Law?” National Law Journal (December 18, 2024)
- “Congressional Inquiry Practices To Stay Hot With GOP Sweep,” Law360 (November 26, 2024)
- “‘There Is No Time to Waste’: Matt Gaetz Withdraws From AG Nomination,” National Law Journal (November 21, 2024)
- “From ‘Deep Sadness’ to Little Concern, Gaetz’s Nomination Draws Sharp Reaction From Lawyers,” National Law Journal (November 20, 2024)
- “After Trump’s Win, DC Recruiters See Surge In Gov’t Atty Calls,” Law360 (November 12, 2024)
- “Trump’s Return to the White House: The Legal Industry Reacts,” Law.com (November 6, 2024)

“From Guaranteed Comp to Ethics Screens, How Big Law Navigates the Revolving Door,” National Law Journal (October 29, 2024)

“Bloomberg Law Reports on McGuireWoods’ New Partner Hires in Washington, D.C.,” McGuireWoods (October 29, 2024)

“Judicial Notice (10.20.24): Blast Off,” Original Jurisdiction (October 20, 2024)

“Legal Recruiter Amy Savage Joins Garrison as Lateral Gov’t Moves Stay Busy,” National Law Journal (October 16, 2024)

“Veteran DC Recruiter Joins Garrison From Lateral Link,” Law360 (October 16, 2024)

“McGuireWoods Adds DC Partners as Election Spurs Government Exits,” Bloomberg Law (October 9, 2024)

“The Prosecutors Behind Hunter Biden’s Conviction,” National Law Journal (June 13, 2024)

“Biden Antitrust Crackdown Is Boon for Law Firm Competition Work,” Bloomberg Law (May 10, 2024)

“In Big Law Partner Hiring, Business Plans Become ‘Litmus Test’ For Government Hires,” National Law Journal (April 9, 2024)

“Government Lawyers, Particularly at DOJ, Are ‘Flooding’ the Job Market,” National Law Journal (April 3, 2024)

OUTSIDE THE OFFICE

My husband (my college debate partner) and I have lived in the DMV for almost 30 years. We enjoy exploring Old Town Alexandria with our two pups. Virginia has always been home, but I love visiting our children in California, racing to our favorite Formula 1 events, and taking road trips to spring training for the Washington Nationals. Let’s go Nats!