



Erin Sears

PARTNER

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WHAT IT'S LIKE TO WORK WITH ME

My professional core values include honesty, integrity, and just the right balance of focused commitment and patience.

Giving candidates the confidence to know they are making the “right” decision is a combination of many factors, but in my recruiting approach this often begins and ends with market intel and a careful weighing of the pros and cons of a lateral move. My candidate clients describe me as a “consummate professional with an incredibly ‘high touch’ approach.”

My law firm clients trust me to know the marketplace intimately, do the research that identifies the best candidates, and always keep them informed. Having myself practiced for nearly fifteen years at an AmLaw 30 firm, my law firm clients have shared that I am “relatable,” “bring instant credibility,” and “know what [I’m] talking about.”

OVERVIEW

A Partner with Garrison, Erin has over 15 years of experience in the DC legal market as both a recruiter and litigator at top firms. Erin works directly with partners on firm-to-firm lateral moves and government-to-firm transitions, as well as confidential targeted searches for law firm clients. Her experience spans regulatory, transactional and litigation practices, with deep knowledge of practices with some regulatory component, and in particular the financial services and banking sectors. She is a founder of Women in Fintech & Financial Services (WIFFS), a DC-based networking group of elite partners and practitioners in this space. Her placements include AmLaw 50 firms, Chambers/Legal 500 ranked practices, and elite boutiques.

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 proved an invaluable asset to her law firm and candidate clients.

REPRESENTATIVE PLACEMENTS

While Erin's practice focuses on partner placements, she has an impressive track record of placing hundreds of attorneys in a wide range of regulatory, transactional, and litigation/investigations practices.

SAMPLE OF REGULATORY PLACEMENTS:

(e.g., Financial Services, Broker-Dealer/Investment Adviser, Funds, Healthcare, Privacy, Energy, and National Security)

- Financial Services regulatory attorney with experience at Federal Reserve Bank of New York with Chambers-ranked practice
- Financial Services regulatory attorney with experience at FINRA with Chambers-ranked practice
- Financial Services lawyer with payments, credit card and fintech experience with Chambers-ranked practice
- Financial Services litigator with AmLaw 20 firm
- Broker Dealer/Investment Adviser attorney with AmLaw 30 firm
- Privacy attorney at Chambers-ranked Data Privacy practice
- Former Enforcement Section Chief at the U.S. Department of the Treasury, Office of Foreign Assets Control with Chambers-ranked National Security practice of AmLaw 50 firm
- In-house Counsel at wireless communications manufacturer as Export Controls attorney with Chambers-ranked National Security practice of AmLaw 50 firm
- FERC regulatory specialist at Magic Circle firm
- Healthcare regulatory and transactional attorney at AmLaw 5 firm

➤ SAMPLE OF TRANSACTIONAL PLACEMENTS:

(e.g., Project Development/Finance, M&A, Finance & Real Estate)

- Commercial Lending attorney with elite, nationwide, finance-focused firm
- Capital Markets attorney with AmLaw 5 firm
- Structured Credit attorney with AmLaw 20 firm
- Project Development/Project Finance attorney with AmLaw 5 firm
- M&A attorney with leading Media/Publications practice for preeminent firm
- M&A attorney with top-ranked Technology Transactions practice of AmLaw 10 firm
- Real Estate attorney with AmLaw 25 firm

➤ SAMPLE OF LITIGATION & INVESTIGATIONS PLACEMENTS:

(e.g., Civil, White Collar, Antitrust, Government Contracts, Intellectual Property, Patent Litigation)

- Numerous placements of litigation and white collar attorneys with top AmLaw firms and boutiques, including complex commercial litigation, ERISA, FCPA, Communications, etc.
- Numerous placements of antitrust attorneys with top AmLaw firms
- PTAB/Hatch-Waxman litigator with elite patent litigation boutique
- Government Contracts attorney with AmLaw 50 firm

TESTIMONIALS

➤ LAW FIRMS

“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

“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*

“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*

“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*

“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*

“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*

OUTSIDE THE OFFICE

I live in Cleveland Park near the National Cathedral in Washington, DC. Like most parents, the simplest pleasures come from spending time with my family. So, for my two boys, this means cheering loudly on the sidelines for their travel soccer and baseball teams (and alongside them for a Nats game or Real Madrid match). For our beloved German shepherd, Rocky, this means a lot of scratches and fetch.

Born and raised in Annapolis, Maryland, I still enjoy being on the water – boating, paddleboarding and hosting the traditional crab feast. I also support and volunteer with the Virginia German Shepherd Rescue.