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Darin Snyder

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The American Lawyer: Gaming It - O'Melveny Takes Talent Search Online to Expand Recruitment Base

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O'Melveny will begin using two new technology platforms to improve the hiring process and foster a better work-life balance for its attorneys. Specifically, the firm will partner with pymetrics, a third-party company that has created sophisticated software that “assesses job seekers based on cognitive, social and emotional traits and then recommends candidates based on its own algorithm.”

According to Darin Snyder, O'Melveny's diversity and inclusion partner, the promise of removing bias during recruiting was a crucial factor for the firm. “The strategic goal is to increase the number of diverse attorneys in our recruiting pipeline,” Snyder said. “We know there are a lot of talented people who don't go to those schools, but for systemic reasons just aren't easily captured by our process. So our goal was to find a relatively inexpensive and yet effective way to greatly broaden that pipeline so that we could see more candidates and hopefully more diverse candidates and give them the opportunity to work at O'Melveny if we see there's the right fit and real opportunity for all of us to succeed.”

To address work-life balance, O'Melveny has begun parting with Werk, a startup company that has created an online assessment tool that gathers information so that the firm “can be much better at developing programs that allow people to successfully integrate their work and personal lives,” said Snyder.

