



Heather Cavanagh

Director of Legal Recruiting

New York

T 646.356.6015

hcavanagh@beneschlaw.com

Overview

With more than 15 years of experience leading firmwide attorney hiring and lateral recruitment, Heather is a seasoned legal recruiting professional with deep insight into the legal talent market. She oversees all facets of the firm's talent acquisition strategy, including attorney recruiting, integration and retention, and plays a key role in supporting the firm's long-term growth objectives.

Working closely with firm management, practice group leaders and internal teams, Heather evaluates firmwide hiring needs and develops targeted recruiting strategies aligned with business and practice priorities. She designs and executes initiatives to strengthen candidate pipelines, enhance recruiting processes and support practice group expansion. Heather also has experience building and leading high-performing teams and developing recruiting functions aligned with the firm's culture, inclusion and opportunity initiatives.

Heather brings end-to-end legal recruiting experience to her role. She regularly partners with external search firms, analyzes market compensation trends and advises firm leadership on competitive positioning. Additionally, she plays an active role in onboarding and integration, and professional development initiatives, and works to continuously refine recruiting efforts to help the firm attract and retain top legal talent.

Heather is an active member of the National Association for Law Placement (NALP) and is the past president of NALP's New York City Recruitment Administrators (NYCRA).

Credentials

EDUCATION

- New York University, M.A.
- Bates College, B.A.

Memberships

- National Association for Law Placement (NALP)