



Tim Regan

Managing Partner

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For almost 20 years, Tim, a Houston Legal Recruiter, has assisted attorneys as they navigate their careers in Houston, Austin, Dallas, New York and many other cities.

As a former practicing attorney, he understands the challenges of the lateral attorney market faced by both firms and attorneys. He partners with law firms on strategic acquisitions of partners, groups and associates while aligning the goals of the individuals and the firm for long-term success. Over the years, Tim has successfully placed and counseled partners and associates in top-tier regional, national, and international law firms, and has completed numerous in-house GC and Counsel level searches for prominent international corporations. Tim has consistently ranked as one of the Most Influential Legal Recruiters in the country.

Tim is relentless in his pursuit of finding the right fit for both his clients and candidates. He takes pride in true partnership and the co-development of strategy for acquisition by firms and lateral moves by attorneys. He calls upon years of experience and a deep network to ensure no rock is left unturned during a search. He leads a team of professionals who share his passion of working with attorneys to find the right platform for lasting success. As a result, attorneys experience higher career satisfaction and lasting engagement in the roles they are placed.

Prior to joining ELR, Tim was Managing Director and Office Leader for the Houston office of Major Lindsey & Africa, a large international legal recruiting firm. Tim earned his undergraduate degree from Louisiana State University and his J.D. from Loyola University New Orleans School of Law. While at Loyola, he served as the Student Bar Association President. Tim also supports attorney development at prestigious law schools around the country having worked with Georgetown Law, Harvard Law, Tulane Law, University of Houston Law Center and UC Berkley Law. He has also co-chaired The Annual Houston Young Lawyers Foundation golf tournament.

Representative Experience

- Partner Placement
 - Legal Recruiting
- Law firm Headhunter
- Law Firm Placement
- In-House Placement
- Associate Placement
 - Attorney Coach
- Attorney Counseling

Insights

- [Embarking on the Unexpected Job Search](#) (January 2023)
- [Navigating the Choppy Waters of Lateral Moves](#) (December 2017)
 - [Keys for a Successful Job Search](#) (September 2022)
- 1. [Before You Begin - Take Time for Self Reflection](#) (October 2017)
 2. [Don't take it Personally](#) (October 2017)
 3. [Persistence Required!](#) (October 2017)
- [Why Attorneys should have a Robust LinkedIn Profile](#) (January 2023)