

Klehr Harrison Focuses On Recruitment With New Position

By James Boyle

Law360 (May 22, 2026, 4:18 PM EDT) -- Philadelphia-based midsize firm Klehr Harrison Harvey Branzburg LLP says it is stepping up its growth strategy by adding a former legal recruiter from LHH to lead its own recruitment efforts.

Katherine T. Kopecki has been welcomed this week to Klehr Harrison in the newly created position of director of recruitment at the Philadelphia headquarters, the firm announced Thursday. Kopecki told Law360 Pulse in an interview Friday that she was ready to build a more comprehensive recruitment, integration and retention program with one firm after helping multiple clients as a recruiter with LHH.



Katherine T. Kopecki

"This felt like the natural next step for me," Kopecki said. "I helped clients with attorney placements in New Jersey, Philadelphia and Delaware, but that always felt more transactional. This is more of a strategic, long-term role that feels more relational."

Klehr Harrison was one of Kopecki's clients while she worked at LHH for the last nearly four years, creating a familiarity with the firm's needs and culture, which made her the right person to take on the new role, according to managing partner Brad Krouse.

"We'd worked with Katie in the past and have been very impressed with her," Krouse said. "We knew she had the skill set we needed for this position we have created. The opportunity was right to make this hire, and we wanted to find the right person. This is a good investment for us."

Krouse said recruitment requires a complicated strategy that goes beyond finding the right people for the firm's practices. Expertise is needed to retain the talent and integrate new people with the rest of the firm's culture. The firm will continue to use a deliberate growth strategy that keeps its numbers to a midsize level of around 90 attorneys, Krouse said, but the timing is right to go into triple digits.

"Bringing recruitment talent in-house gives us a competitive advantage and creates value for us," Krouse said. "Katie will help us professionalize how we interview and make sure we are making good choices on candidates. We want to find people who will last and grow with the firm."

Kopecki said she has already started working closely with practice leaders and managing partners to gain a full understanding of their strategic growth initiatives. She plans to take as much of the recruitment and retention responsibilities off their plate as possible so they can focus on clients.

"The firm has put a lot of trust in me to build the team and expand its footprint, both in breadth and depth," Kopecki said. "I will also be creating more structure and consistency in the recruiting experience."

Klehr Harrison does not have a specific goal or target number for its recruitment strategy, Krouse said. The plan is to remain strategic and take advantage of any opportunities for growth that make sense for its practices. The firm is focused on profitability with its recruitment initiative, Krouse said, as it concentrates on the more active practices.

"We are either going to fill some holes in those areas that are very profitable or add on to other areas," Krouse said. "Our [mergers and acquisitions] practice is a good example, and real estate has always been one of our strengths. The litigation practice is our largest group and has historically been the strongest. We feel like we don't have to bring in attorneys with huge books of business to grow those practices, which is a different strategy than a lot of other firms."

Kopecki earned her law degree from William & Mary Law School in 2014 and previously worked as an assistant district attorney in the Philadelphia and Montgomery County district attorney's offices. The arrival of her daughter prompted Kopecki to change to the more balanced recruitment career, she said, and she joined LHH in September 2022.

"It was very challenging to be in court all the time and in a long commute with an infant at home and a husband with an inflexible career," Kopecki said. "I wanted to be a great attorney and mom, but I couldn't do both at the same time. This was a big switch, but it has been a great match by focusing on legal recruiting. I know about the law, and I am able to use my problem-solving abilities. It is a natural fit for me."

--Editing by Daniel King.