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Strong Demand and Remote Recruiting Edge Helped Haber Law Grow 25% Since May

South Florida's real estate and construction booms drove hiring at the now-23-lawyer firm, which lured even more new faces as associates were drawn to the firm's growth and flexible working policies.

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Law Firm Hiring



Dan Roe
Reporter

What You Need to Know

- The Wynwood boutique has added two partners, an of counsel and four associates since May.
- With its major practices tied to South Florida's growth, Haber Law is seeing strong demand across business disputes, condo law, construction law, and real estate.
- Several recent laterals said the ability to set their own hybrid work schedules drew them to the firm.

Few law firms can claim a more opportune balance of practice areas for the current moment in South Florida than Haber Law, the 23-lawyer Wynwood boutique that has added seven lawyers since May thanks to strong demand in each of its major practices: complex business litigation, construction law, condominium law, and real estate transactions.

In a group interview, several of the new lawyers said they signed on the dotted line because of the firm's acknowledgment of a national and local trend toward remote and hybrid work. Others said they were drawn to the firm's growth at a time when some regional firms were struggling to adapt to changes in the market.

"My main reason for coming over was the ability to work from home or from the office, which is a great benefit when I have a 90-minute drive in traffic," said senior associate Jeremy Apisdorf, who arrived from a community association boutique that was preparing to return to a 100% attendance policy. "I also found a lot of firms were shrinking in this area, so it's nice to have a large group of happy clients to work for in an office that's collaborative and has a lot of very knowledgeable attorneys to help associates grow."

The other recent hires said they joined for similar reasons, either for remote and hybrid flexibility or strong membership and access to experienced partners such as Steven Davis, a senior litigation partner who arrived from Boies Schiller Flexner last October, and Harold "Hal" Lewis, who departed the boutique he co-founded in 1999, Pathman Lewis (now Pathman Schermer Tandy), to join Haber Law in May.

Real estate transactions associate Matthew Holtz followed Lewis to Haber Law, and commercial litigation partner Jessica Kopas also joined in May from litigation boutique Conrad Scherer. The most recent round of hiring in August included Apisdorf, condo associate and of counsel Alexander Leon, senior associate and construction litigator Daniel Jovanov, and commercial litigation associate Ashley Ginsburg. The firm also promoted litigator Ariella Gutman to partner in August.

The firm's embrace of flexible working policies has helped it win associates in a competitive and inflationary lateral market, founding and managing shareholder David Haber said. Most attorneys come to the office two to three days each week, using a scheduling app to book spaces, and the firm has also hired fully remote lawyers in Jacksonville and Fort Lauderdale. For those who come in, the art-adorned office, gym, and on-site massage therapist underscore the firm's commitment to mental health, Haber said.

"Competition for attorneys and paralegals is fierce, to keep employees and get employees," he said. "So the fact that we're attracting lawyers and paralegals is because we're doing something right in terms of how we're taking care of our employees."

Haber emphasized the importance of flexible work for parents of young children, a demographic that frequently includes sought-after midlevel and senior associates. "As far as why I came, it was the unique office setting," said Jovanov, the senior associate. "I have three little kids, and having the flexibility to be at the house and avoid that hour drive to the office is so valuable."

The demand that spurred the hiring came from strong performances in all of the firm's core practices, as well as expanding books of business that arrived with senior partners such as Lewis and Davis over the past year. A "tremendous" amount of construction is being done, Haber said, which also bolsters the business disputes practice. Real estate transactions remain hot in South Florida, and condominium associates are reliant on their lawyers as they navigate changing state regulations in the wake of the Champlain Towers South collapse.

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