

Seeing 'Unlimited' Opportunities in Clients and Talent, Barclay Damon Targets Growth in 4 Major Markets

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What You Need to Know

- Barclay Damon is hiring big in its four major market areas: Boston, D.C., New Haven and New York City.
- It currently has around 74 lawyers across the four offices, but firm leadership hopes to have about 30 to 50 lawyers in each of the four locations.
- Since Jan. 1, the firm has added 26 lawyers to the four offices and is recruiting about 120 to 150 lawyers.

Barclay Damon, with its roots in Syracuse and Buffalo, has already built up a significant presence in upstate New York. Now it's focused on growing offices in four markets with higher billing rates and client opportunities: New York City, Connecticut, Washington, D.C., and Boston.

The firm's leadership said growth in those offices will come through strategic hires and practice area expansions in each of the markets. The firm currently has around 74 lawyers across



Courtesy photo

Barclay Damon's New Haven office.

the four offices, said John Langan, the chair of the firm and former managing partner, but firm leadership hopes to have about 30 to 50 lawyers in each of the four locations. The firm currently has about 10 lawyers in D.C., 18 in New Haven, 30 in New York and 14 in Boston.

"Why those places? That's where the money is. They're super great markets and they're

unlimited in terms of client and talent,” Langan said in an interview.

Since Jan. 1, the firm has added 26 lawyers to its four major market offices, and is actively recruiting about 120 to 150 lawyers, 75% of whom are partner candidates, Langan said. The firm has a total of around 300 lawyers.

Langan said Barclay Damon’s partner billing rates in the four major markets are around \$500 to \$750.

The law firm relies on its “less expensive cost structure” in upstate New York to keep profits high, according to Langan, who declined to reveal the firm’s revenue.

“We spent 25 years growing from 50 to a couple hundred lawyers, all in upstate New York: Albany, Buffalo, Rochester, Syracuse. That was quite a feat to be able to build something in that market. The upstate market has now stayed relatively flat, while our major markets have exploded,” Langan said.

In addition to its upstate and four major market offices, the firm also has an office in Toronto. Still, Langan was clear that the firm doesn’t want to be in all markets.

“We don’t want to be a national or global firm. We don’t need to be everywhere. What we like is the markets we’re in now and expanding those platforms,” he said.

Energy Practice Ambitions

One of the firm’s key expansions has been in D.C., where the firm announced last month a new

practice area, power energy and construction, after Barclay Damon absorbed a 10-lawyer firm, Shapiro, Lifschitz & Schram, earlier this year. The firm also recently added a five-person intellectual property team from Murtha Cullina to its New Haven offices.

The firm’s new D.C. practice area will combine Barclay Damon’s power and energy practice with the construction expertise of Shapiro Lifschitz, the firm said.

“It’s not very common where you have strong groups that can merge construction and energy and deliver a combined benefit for a client,” said Judah Lifschitz, a principal and co-president of Shapiro Lifschitz.

The firms decided on the merger after a two-year-long “dating mode,” where they worked on a number of projects together and realized that they had many mutual clients, said Lifschitz. (The boutique has kept its name and office in D.C. for a “transition period” before fully integrating into Barclay Damon, according to Langan.)

Power and energy has become Barclay Damon’s largest practice area, according to Rick Capozza, the firm’s energy practice area leader. “The trend we’re seeing is that the demand for power is huge right now. The need for data centers with [artificial intelligence] will be a significant demand on the power grid,” he said in an interview.