

dent, general counsel and corporate secretary. Alexander joins Biogen from PAREXEL International, where she served as senior vice president, general counsel and secretary.

Federal Way, Wash.-based Weyerhaeuser Co. has appointed **Kenneth F. Khoury** to the position of senior vice president and general counsel. Prior to joining Weyerhaeuser, Khoury served as vice president and deputy general counsel of Georgia-Pacific Corp.

Rockford, Ill.-based AMCORE Financial Inc. has named **Guy Francesconi** senior vice president and general counsel. Prior to joining the company,

Francesconi served as the general counsel to Merrill Lynch Capital and Merrill Lynch Business Financial Services.

New York Power Authority has named **Thomas Kelly** as its executive vice presi-



dent and general counsel. Kelly most recently served as president of the New York State Environmental Facilities Corp. Kelly replaces **David Blabey**, who is leaving after spending eight years with the power authority.

Brentwood, Tenn.-based Ozburn-Hessey Logistics has hired **Frank Eichler** as executive vice president and general counsel. Eichler most recently served as senior vice president and general counsel for Dex Media Inc. in Englewood, Colo.

Atlanta-based Church's Chicken has named **Kenneth A. Cutshaw** as its executive vice president and general counsel. Prior to joining Church's, Cutshaw was a partner with Holland & Knight.

The Exploration Co. has hired **M. Frank Russell** for its newly created position of vice president and general counsel. Russell joins the company from Barton, Schneider, Russell & East, based in San Antonio, Texas, where he was managing partner.

Alexandria, Va.-based SureScripts has appointed **Paul Uhrig** general counsel and executive vice president for corporate development. Most recently, Uhrig was a member of Gardner Carton & Douglas in Washington, D.C., and outside general counsel to SureScripts.



Ocean Tomo has appointed **Raymond Millien** as its general counsel to serve in the firm's Chicago office. Most recently, Millien served as vice president and group counsel at The American Express Co.

Carnival Corp. has appointed **Simon Walters** as the company's first general counsel to its UK division. Prior to joining the company, Walters served in senior legal roles at Norwich Union Healthcare and technology company Enterasys.

CAREER ADVICE

Love At First Sight

BY MIKE EVERS

Like a really good date, the recruitment process may contain a certain amount of nervous energy and infatuation. It should. If both sides aren't enthusiastic from the outset, I usually urge the client and candidate to end to the courtship early.

Most successful placements are made before the love fest ever begins and are the result of properly managing everyone's expectations. If you don't have a good recruiter who knows how to get the right couple to the altar, you need to do a little soul searching and be honest with yourself. While there are many expectations to manage, here are the most important:

If you are a general counsel, you shouldn't pursue a star hire unless you can offer that person stimulating work, business clients who can work with such high-caliber talent and a plan for how that person will progress within your department. If you have a nice, low six-figure staff attorney opening, but little realistic room to move that person up your particular pyramid, hire a solid person with good credentials who wants to work hard and also maintain a life away from the office. That's not settling. It's a happy marriage.

If you're the candidate, it's much easier to manage expectations when you aren't actively seeking a new position. Attorneys who are employed and happy will only pursue the openings that make sense. But if you are in the unemployed or miserable camp, you must fight the natural temptation to think, "I can make it work." Guess what? If the pay range is \$140,000 to \$160,000, you will not make them fall in love with you and say "yes" to \$180,000. If the job is in Birmingham, it's in Birmingham. They won't say yes to telecommuting or pay for you to fly home to Atlanta every Thursday night.

Love the job the company has to offer, or don't take it. Trying to change a job once you've already accepted it is just like trying to change your spouse six months after saying, "I do." You may have some success at the margins, but you will make everyone unhappy and end up divorced.

MIKE EVERS is a recruiter focused exclusively on in-house searches, and can be reached at 888.324.0154 or mike@everslegal.com