

# From DGC to GC:

## Climbing the last rung of the in-house legal ladder

The Deputy General Counsel position is an important one, for many reasons, but chief among them is because its current occupants **represent the next generation of legal leadership**. So Axiom set out to examine the career satisfaction of the current crop of DGCs.

What did our survey reveal? **DGCs are stressed, dissatisfied, and looking to leave for greener pastures**. They cite an unmanageable workload and poor work-life balance. Most are open to new positions outside their current employer or role, either at another in-house DGC position or with a flexible legal talent provider.



### Career Satisfaction: The DGC position is hard and the economy isn't helping

**100%**

of DGCs are stressed

with **51%** reporting they are very/extremely burned out

ONLY **52%**

of DGCs are very or completely satisfied in their current positions

**27%**

of DGCs are not at all satisfied in their current positions

#### TOP FIVE REASONS WHY DGCs ARE DISSATISFIED:

1. Limited professional development opportunities
2. Limited or no remote work opportunities
3. Lack of advancement opportunities
4. Poor company culture
5. Poor work/life balance

### Career Options: When DGCs are not happy, they seek greener pastures

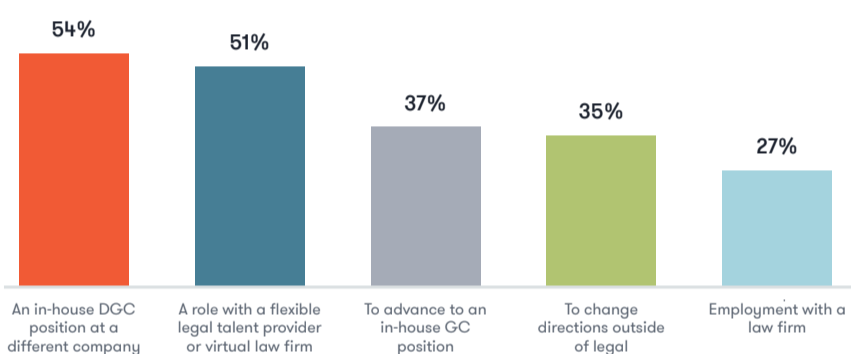
**22%**

of DGCs are actively searching for a new position

**65%**

say they're likely to look within the next year (of those who are not actively searching)

#### DGCs INTERESTED IN CHANGING JOBS SEEK:



### Career Advancement: Moving up means moving out

**73%**

say to advance their career, they'll need to change employers

**WHY?** Because they're not getting what they need: 96% cite issues with their current position that could negatively impact their career progression

#### TOP 3 CAREER CHALLENGES IN CURRENT ROLE:

1

Does not provide the professional development skills required for career growth

2

Does not provide the opportunities required for career growth

3

There's no path to promotion/advancement within the organization

#### IN ORDER TO ADVANCE, THE DGC WILL NEED:

**49%**

Exposure to C-suite

**47%**

Corporate Governance, SEC and board-related matters

**45%**

Breadth of legal department expertise

**39%**

Substantive management experience

**32%**

Some degree of budget autonomy

#### WHAT GC-RELATED SKILLSETS DGCs ARE LACKING IN THEIR CURRENT POSITION:

**42%**

Substantive management experience

**37%**

Exposure to C-suite

**37%**

Breadth of legal department expertise

**33%**

Corporate Governance, SEC and board-related matters

**31%**

Some degree of budget autonomy

**Half of DGCs are interested in joining flexible legal talent providers**

**WHY?** This modern career path not only provides DGCs with access to more of the skills they must acquire to ultimately progress up the legal ladder, but also enables a more autonomous and self-directed career.