

# Iurance

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*Partner placement*  
for law firms in Italy.

# Partner placement *for law firms* in Italy.

**I**urance is a Milan-based legal search boutique. We help law firms bring in partners and senior associates — one mandate at a time, by retainer, in confidence.

The market we work in is small: a few hundred partners across the firms that matter in Milan and Rome. We know it by name, and we treat the information entrusted to us with care.

*Not a volume. A discipline.* Fewer than ten mandates a year. By design, not by lack of demand.

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# The practice of *partner placement* is not the practice of *recruitment*.

Recruitment scales on volume. It assumes fungibility — more files, more matches, more fees. In the partner market, there is no fungibility: only a small group of professionals with specific books, cultures, and reasons to move. The craft is knowing which, and when.

## §I The mandate

The mandate comes before the search. We write it together — weeks, not days — to define what the seat actually requires, what the compensation can be, what the firm can offer beyond compensation. The brief governs everything that follows.

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## §II The approach

Direct, individual, off-record. No databases marketed. No mass InMail. Introductions from practice to practice.

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## §III The assessment

We read the book. We read the culture fit. We let the professional read the firm without our pressure.

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## §IV The transition

Partner moves fail for reasons that appear after the signature. We stay for the first year, quietly, if invited.

## Where *we work*.

We place at partner and senior associate level across the ten practices that follow, for Italian and international firms with a Milan presence.

01 Corporate · M&A

02 Private equity

03 Capital markets

04 Banking & finance

05 Restructuring & insolvency

06 Tax

07 Employment

08 IP

09 Litigation & arbitration

10 Regulatory

HIGH DEMAND · 2025-2026

Private equity · Leveraged and private credit · Golden Power and FDI ·  
Restructuring · Tech regulatory.

SENIORITY

Partner and senior associate only.

GEOGRAPHY

Milan primary. Rome on retainer. Other cities by referral.

# The Italian market *in five numbers.*

## 165

PARTNER MOVES BETWEEN ITALIAN FIRMS ·  
2024

## €112 M

REVENUE SHIFTED BETWEEN FIRMS · 2024

## €3.8 bn

TOTAL REVENUE OF TOP-50 ITALIAN FIRMS ·  
2024

## -42%

EQUITY PARTNER MOVES 2025 VS 2024

## 49%

2025 PARTNER PROMOTIONS WITHOUT EQUITY

The Italian market for major law firms is small and concentrated: the top 10 firms generate 60% of total revenue; the top 20, 78%. Approximately 1,500 equity partners between Milan and Rome, known to the market one by one.

2024 pushed Italy to fourth place in European private equity — €56 bn in deal value, +100% year on year. 2025 was a year of cooling: the lateral market shifted from single hire to team lift-out, from equity role to hybrid role. New international office openings in Milan increasingly happen by subtracting teams from rival firms, not greenfield.

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# Where a *boutique* makes the difference.

## 01 Declared perimeter

Equity partner, salary partner, senior associate. Ten practices. Milan primary, Rome on retainer. Outside this, we do not operate.

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## 02 Deep mapping

Approximately 1,500 equity partners between Milan and Rome — tracked by practice area, track record, conflict perimeter, mobility signals. A reading that a global generalist headhunter, with thirty markets in the portfolio, rarely builds from a London headquarters.

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## 03 Team lift-out

The dominant strategic vector of 2024-2025. Coordinating 5-20 professionals over 6-12 months requires project management — conflict mapping, notice periods, non-solicit, client continuity, team cohesion in transit. We do that. The generalist does search.

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## 04 Compensation benchmark

Italy has no equivalent of the NALP in the US. With 49% of new partner appointments non-equity, compensation structures are increasingly illegible from outside. Our dataset is built from 30-50 lateral conversations a year — not bought in reports.

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## On the *relationship*.

We work by retainer, on exclusive mandates. Contingency engagements and parallel mandates on the same role for different firms are not part of our model. We prefer to say so at the outset: if we do not believe we can conduct a mandate well, we share that from the start.

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CADENCE	< 10 mandates / year
SHORTLIST	4-6 weeks
AVERAGE	3-5 months
CLOSE	
FEE	Retainer in three tranches — start · shortlist · signing

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«*One mandate at a time.  
That is the service.*»

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MEETINGS *confidential@iurance.com*

WEB [iurance.com](http://iurance.com)

OFFICE Milan · Rome

PRACTICE Partner placement

CADENCE < 10 mandates · year