

Pricing Manager

Hanson Bridgett LLP is a 160 attorney multi-specialty law firm with offices in San Francisco, Sacramento, Los Angeles, Walnut Creek and the North Bay is seeking a Pricing Manager to join the leadership team. This position reports to the COO in the San Francisco office, working closely with the firm's Managing Partner, CFO, CSO, Finance Partner, and Practice Group Leadership.

The Pricing Manager provides financial consulting to partners and firm management, including formulating pricing strategies and managing legal spend against client expectations in partnership with attorneys. The Pricing Manager is responsible for the pricing function within Hanson Bridgett, working in collaboration with the Proposal Manager and the Marketing Team to respond to competitive requests for proposals as well as deliver pricing strategy and guidance on a firm-wide basis.

Working with the Director of Legal Project Management, the Pricing Manager develops pricing tools and templates, utilizing technology and an intimate understanding of financial databases essential to create a greater awareness of the effect of pricing and matter budgeting, ultimately contributing to the growth of business-focused mindset in the firm.

PRIMARY RESPONSIBILITIES

- Lead the Firm's value pricing strategy and provide targeted pricing support to Partners and firm management to enhance revenue.
- Consult with attorneys to respond to complex budget and pricing requests.
- Define scope and develop task based budgets and forecasts.
- Structure and evaluate alternative pricing proposals, prepare risk and reward analyses, and improve the Firm's pricing analytics capabilities and to better understand and predict costs of delivering legal work to clients.
- Manage matter budgets and case updates for large clients and interact directly with clients and vendors.
- Provide attorneys, Practice Leaders and firm management with relevant data to help them manage client expectations on legal spend and support business development efforts.
- Develop and create custom reports. Create, optimize, and publish budget-to-actual reports and dashboards.
- Provide customized financial modeling, performance and benchmarking analyses, and ad-hoc reports to support pricing decisions.
- Define a pricing framework for multiple litigation tasks or phases (analytics)
- Define approach, analyze and interpret comparable matter data, and correct for anomalies.
- Develop metrics and reporting tools to clearly illustrate trends and analysis of pricing performance.

- Lead technology initiatives to automate our budgeting and analytics processes and expand our competitive intelligence capabilities.
- Implement software solutions and liaise with IT Programmers and vendors.
- Review performance of existing pricing agreements to identify opportunities for enhancing current and future performance.
- Maintain pricing knowledge and regularly monitor industry pricing practices, particularly for major competitors to identify profitable new work opportunities.
- Provide content for training materials to allow attorneys to become more skilled at estimating the scope of an assignment, the resources required, and available capacity to enhance profitability and deepen client relationships.

Knowledge, skills, and attributes

- Bachelor's degree in Finance, Marketing, or business-related field; advanced degree or J.D. preferred.
- 5+ years of financial planning and analysis experience or related experience involving data analysis and substantial quantitative modeling and forecasting.
- Demonstrable experience in a similar role at either a professional services company or in a legal environment.
- Significant experience in a pricing / negotiation / procurement environment.
- Client relationship management experience and a full understanding of client development drivers, for example cost versus risk versus value.
- Understanding of project estimation and management approaches, tools and phases of the project lifecycle.
- Proven analytic and decision-making abilities.
- Excellent ability to communicate and present key pricing strategies and concepts to stakeholders.
- Experience and knowledge in sourcing and negotiation topics, business process outsourcing and supplier relationship management.
- Substantial experience in pricing strategy, structures and analytics, including development of Excel based pricing models.
- Ability to communicate effectively with internal and external clients including attorneys, management, firm clients, and vendors.
- Ability to prioritize assignments while meeting time-sensitive deadlines.
- Excellent client service skills to effectively manage expectations and build relationships.
- Thoughtful and innovative with an ability to influence senior management and achieve wide scale engagement in new pricing initiatives.
- Expert Technology skills and knowledge of key software systems, particularly: MS Office Suite (Word, Excel, PowerPoint, Outlook, Access) SQL, SSRS.
- Experience working with and a thorough understanding of billing/accounting system software such as Elite Enterprise, SAP or Aderant.