

Tad Gruman

Managing Director



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Tad is a Managing Director in New York, where for nearly a decade he has placed lawyers into the world's leading firms. He enjoys working with partners and clients across a wide range of practice areas, with a special interest in those comprising the rapidly evolving "tech convergence" landscape, including EC/VC, entertainment, advertising, real estate, and financial services.

Tad believes that helping lawyers make strategic moves to advance their careers is much more a team sport than a solo endeavor. His approach is consultative, empathetic and tenacious. He aims to ensure that every candidate benefits from his sophisticated market knowledge and experience, as well as the collective market and industry intelligence shared within Macrae. Equal parts agent, hype-man, and at times, unlicensed attorney therapist, Tad believes in the altruistic nature of recruiting and genuinely enjoys working with candidates to find platforms that fit their professional needs and personal goals.

Prior to joining Macrae in 2023, Tad was a Managing Director at a national boutique legal search firm. Before discovering his passion for recruiting he worked for top international companies in the tech, financial and legal industries. A lifelong globetrotter, Tad has worked in Australia and New Zealand and spent his formative years in Southeast Asia before coming to the United States for college. He holds a B.A. from Kenyon College and a J.D. from Syracuse University College of Law.

Outside of work Tad enjoys spending time with his wife and two daughters, playing golf, riding his bike, and watching all sports. And he really means all – it's not surprising to find him awake in the middle of the night to catch a rugby match being broadcast from the other side of the world!