

Holdbrook and Zhang in Law360: Texas Associate Hiring Goes 'Gangbusters' In Booming Market

November 11, 2025 Bradley Holdbrook, Barry Zhang

Haynes Boone Partner [Brad Holdbrook](#) and Associate [Barry Zhang](#) were featured in an article from *Law360* as the publication has found that law firms have ramped up their rosters of litigation and corporate associates in Texas this year in a race to keep up with rising demand for legal services within the state's thriving economy.

Holdbrook, a Dallas-based partner who serves on the firm's hiring committee, and [Amanda Kelly](#), a senior recruiting manager at the firm, said Haynes Boone has increased its associate headcount this year across its seven Texas locations.

"You can't open the paper without seeing that another firm from outside the state is moving in," Holdbrook said. "There's a momentum and vibrancy to the Texas economy, and we are seeing growth in the big cities and in the smaller cities we have offices in. They're continually growing and expanding."

Among the more experienced associates to arrive in Texas this year is Dallas-based Haynes Boone associate Barry Zhang. He had been with Weil Gotshal & Manges LLP in New York for a little over three years when he and his fiancée decided they wanted to move to Texas, where he has close friends, his future spouse has familial connections and the cost of living is less than in many other metropolitan areas.

Zhang, a patent litigator, used a recruiter when he began looking for Texas opportunities about a year ago. Zhang interviewed with three firms, eventually accepting an offer from Haynes Boone, where he has practiced since May.

"It was a very painless process," Zhang said. "Coming from out of state, it made sense to use somebody who was familiar with the market for someone at my experience level."

Zhang said his advice to fellow associates considering a move is "to not be afraid of these kinds of leaps," adding that in terms of intellectual property, legal work in Texas appears to be plentiful for lawyers at his level of experience.

To read the full article from *Law360*, click [here](#).