

# *How to Decide if BCG Attorney Search is the Right Choice for You*

*By Harrison Barnes from Los Angeles Office Managing Director*

**Summary:** BCG Attorney Search is a legal recruiting firm that is committed to helping job seekers find the best opportunities in the legal field. The firm is made up of recruiters who have extensive legal experience, with some having practiced as attorneys in top firms and others having worked as legal administrators or recruiters. This allows BCG to represent candidates in a highly credible and professional manner, and to understand the needs and wants of both the candidates and the law firms and other legal-hiring organizations they serve.

One of the key differentiators of BCG Attorney Search is that they only work with candidates they believe are stars. This allows them to be selective in their approach and to ensure that they are only representing the best of the best. They also refuse to work with some candidates who they believe are unlikely to succeed in their next jobs. This approach allows the firm to conscientiously serve both their candidates and the legal firms they work with.

Another important aspect of BCG Attorney Search is their commitment to confidentiality. The firm will never submit a resume to any legal-hiring organization without the candidate's express permission. They also keep their candidates informed of all developments and help them prepare for each interview and firm, so that they can put their best foot forward.

The firm also coaches all of their candidates so they can put their best foot forward at all times. This is based on their extensive research and inside knowledge. They stay in close contact with their candidates, returning telephone calls promptly, keeping them fully informed of all developments, and striving to get them the job they deserve with the least aggravation possible.

In summary, BCG Attorney Search is a reliable and professional legal recruiting firm that helps its candidates find the job they want and have a realistic shot at the best opportunities in the legal field. The firm is different from other legal-search firms as it only works with candidates they believe are stars, and that the firm is committed to confidentiality, and keeping the candidate informed of all developments throughout the process. The entire BCG staff is committed to providing first-rate research and professional search consultants include top graduates from some of the country's most distinguished schools. They include former law review editors and federal clerks, and all share one central goal: making placements that work for both their candidates and the many firms and hiring organizations they serve.

## **What is BCG?**

BCG Attorney Search is the largest legal recruiting firm in the United States dedicated exclusively to placing top associates and partners in premier law firms. BCG Attorney Search, founded by CEO Harrison Barnes in January 2000, is the first company launched by Employment Research Institute. Employment Research Institute is the world's largest affiliation of companies dedicated to helping professionals find jobs, and the parent company of some of the industry's most respected organizations. As Employment Research Institute's flagship company, BCG Attorney Search has developed a range of resources that makes it simply unrivaled by any other American legal-recruiting firm.

## **What Services Does BCG Attorney Search Provide?**

At BCG Attorney Search, we are exceptionally good at what we do. Each of our recruiters typically makes far more placements than recruiters at competing placement firms while working with a smaller number of select candidates. In 2007, for example, we averaged over one placement each business day nationally. [Click here for a listing of recent BCG Attorney Search placements.](#)

## What Makes BCG Different?

As [Employment Research Institute's](#) smallest, most prestigious attorney-placement company, BCG Attorney Search maintains offices throughout the United States that have approximately 20 outstanding legal recruiters staff. We have made "Simply the Best" our mantra. We hire the best recruiters who work to place the best candidates in the best firms. We have deliberately set the bar for our company and our candidates exceptionally high. This is how we are able to remain true to our corporate vision. We strive to maintain our standards of excellence through our rigorous, ongoing training programs for our recruiters. We expect our recruiters to bring the same dedication and focus to their work that the very best attorneys do, and our training and corporate resources assist them in doing so. Simply put, we demand the very best from our recruiters at all times. Legal recruiting is a serious profession, and top recruiters must represent attorneys with the same commitment, drive, and insight that outstanding attorneys demonstrate when representing their clients.

## What is BCG's Reputation in the Legal Recruiting Industry?

Given our unique approach to recruiting and placement, there are only a few instances in our entire history where we have hired an experienced recruiter; instead, most of our recruiters are "homegrown" in that they have been brought into the Employment Research Institute family of companies to learn directly from CEO and BCG Attorney Search founder Harrison Barnes through a thorough training period that lasts several months. It is our core belief that our aggressive commitment to being the best at what we do through our ongoing individual and corporate efforts exemplifies how legal recruiting should be done, and sets BCG Attorney Search apart from any of our competitors.

## Why Should Companies Choose BCG?

One of the reasons we have resisted growing to meet market demands is because we are exceptionally demanding of our recruiters. Training our recruiters takes time and requires each recruiter to strongly focus on placing attorneys at law firms. Our commitment to excellence pervades all levels of our organization.

## Yes, if you want a realistic shot at the best opportunities.

We realize that for you to receive the very best offers, we must do everything we can to represent you in a highly credible and professional manner during [your job search](#). We have purposely assembled a team of recruiters who have extensive legal experience. [Some have practiced as attorneys in top firms and corporations.](#) Others have worked as legal administrators in top law firms or as successful legal recruiters. The entire BCG staff is committed to providing you with first-rate research. Our dedication to our work will be clearly visible as we take the time to get to know you once we've decided we're in a position to help you as [one of our candidates](#). You'll discover that we are equally dedicated to learning all we can about the law firms and other legal-hiring organizations that we serve. Our policy of only working with candidates we believe are stars separates us from virtually every other major legal-search firm. If you want to be represented by experienced attorneys who have actually sat where you are sitting now, then call us. Because we're not just professional salespeople, we know all about the types of legal environments and job benefits that are most attractive to our candidates. If you're just looking for a professional salesperson, as opposed to a highly knowledgeable recruiter, you'll need to go elsewhere.

## Yes, if you want to be represented by recruiters who all share one central goal: [We want to make placements that work for both our candidates and the many firms and hiring organizations we serve.](#)

On a number of occasions, we have refused to work with some candidates who have appeared to be superstars. This is because one or more factors convinced us that they are unlikely to succeed in their next

jobs. While this is certainly not a practice that maximizes our short-term rewards, it allows us to conscientiously serve both our candidates and the legal firms and hiring organizations we try to serve. This practice clearly separates us from [the majority of other legal-search firms](#).

## Yes, if you want peace of mind.

The fact is that we will never submit a resume to any legal-hiring organization without your express permission. (To View our TRUSTe [Approved privacy policy](#).) Furthermore, we will not seek to represent you if we don't feel we can do so enthusiastically. Our candidates know that we fiercely protect their confidentiality, so you will never need to worry about that issue. Because we have chosen to work with fewer attorneys than the "resume mills," our candidates know what to expect each step of the way. We counsel them on how to approach each interview and firm. BCG bases this advice on our extensive research and inside knowledge. We coach all of our candidates so they can put their best foot forward at all times.

## Yes, if you don't like surprises.

We stay in close contact. Telephone calls are returned promptly. We keep you fully informed of all developments. Our goal is not only to get you the job you deserve, but also to do so with the least aggravation possible to you.

Our professional search consultants include top graduates from some of [our country's most distinguished schools](#). We include former law review editors and federal district court clerks. One of our recruiters is the former director of placement at a large international law firm, while another is an adjunct law professor. We even have a Los Angeles Superior Court Mediator recruiting for us.

[BCG Attorney Search](#) is simply different. We are specialists in legal placement. It is the only thing we do, and we are driven to be the best in our field. It is difficult to understand just how driven we are unless you speak with our candidates and the legal-hiring organizations that seek us out. Once you make the decision to work with us and we make the decision to work with you, we will serve you with more enthusiasm, integrity, and insight than any other legal-search firm. We are proud to make that promise to each of our candidates.

All of our candidates and clients know that we mean business and take our jobs very seriously. [In fact, many of our recruiters work as many as 16 hours a day, all week long](#). Do you find that difficult to believe? When you love what you're doing, it's easy to put that amount of time into your work. Our firm has earned its reputation for decisive thinking and vigorous action. Our clients appreciate our tough-mindedness. They realize that we live in a winner-take-all environment, where the stakes are always high.

## Our Results

Our record speaks for itself. [Here's a recent list of some of our most notable successes on behalf of our candidates](#).

The cross-country relocation of a senior partner to one of the top law firms in the world, despite the fact that this partner had no business to take with him.

Placement of an attorney in one of the top law firms in the world after an extended hiatus from the practice of law.

Tripling an associate's salary while helping him land a position with one of the top law firms in the world. Helping an associate who had worked with 10 different recruiters over a one-year period to obtain multiple offers. This same candidate had never received a single offer prior to contacting BCG Attorney Search.

## Our Style

We practice California-style. We dress casually, except when we meet with legal-hiring organizations. We encourage the usage of first names. We carry cell phones on weekends so our candidates and clients can

reach us. BCG maintains a sharp mental edge because we like what we do for a living. We look forward to working with you whenever your situation merits our involvement.

## An Invitation

We invite you to continue browsing our entire website so you can learn even more about [BCG Attorney Search](#). We hope you will begin to see why so many of our candidates and clients believe that we are one of this nation's top legal-placement authorities.

## Talk to a Recruiter

Click on the "Chat Live" button in the right column to chat with one of our recruiters online.

### See the following articles for more information:

[What Characteristics Should I Look for in a Legal Recruiter?](#)

[Interview yourself first - questions to ask before starting your lateral search](#)

[How to Choose a Good Attorney Recruiter](#)

[Why You Should Be Talking to a Legal Recruiter Right Now](#)

[Choosing a Legal Recruiter](#)

[Your Legal Career as a Small Business](#)

[Should I Use a Legal Recruiter? Top 10 Reasons to Use a Legal Recruiter](#)

[How to Select the Best Legal Recruiter and Maximize the Effectiveness of Working with One](#)

[What makes a world class recruiter](#)

[10 Things That Most Legal Recruiters Will Not Tell You](#)

*Interested in Learning More About Legal Hiring? Read the Definitive Guide:*

[How to Hire a Legal Recruiter for Your Law Firm: How Law Firms Recruit Attorneys Using Legal Recruiters](#)