

Labor & Employment Attorney Leaves Insurance Defense Firm and Lands Back in L&E

This placement was a very interesting one. I'd been working with a junior to mid-level Labor & Employment candidate since the end of July. She was never very responsive to me, but did approve fairly large batches of firms in July, August, and September. She didn't want to send me her transcript (apparently her grades were not good) and did not tell me when she left her firm in August. I realized on my own that she had left her firm sometime after August, as she was no longer on her firm's website. However, at the end of November, she became much more responsive. I started approaching her with several Labor & Employment opportunities, both Plaintiff's Side and Defense, and it turned out that the firm that she had accepted on her own in August was terrible and she wanted to leave as soon as possible.

Come November, I tried a combined approach with this candidate, of sending her weekly batches of Labor & Employment opportunities at smaller firms, and working job orders / sending our job order firms her resume. We had recently received several job orders from plaintiff's side Labor & Employment shops, and I applied her to all of these. She got interviews at almost all of these small firms, as well as at a few other small shops, mostly plaintiff's side. She eventually got two offers and nearly a third as well.

This candidate is very friendly, eloquent, has a great personality, and I think was able to tell her story in a way that made her look as good as possible and removed any doubt in the firms' minds about why she was looking to join another firm so soon after accepting a position. She was also a clunky candidate to begin with in that she had worked as a Labor & Employment clerk for two years before joining the firm that she was at for about two years before leaving in August to join her most recent firm. The candidate and I practiced her answers to red flag questions, which I think helped.

This candidate taught me a couple of lessons. First, Labor & Employment continues to be very marketable in CA - I've been able to get offers for or place all of the Labor & Employment candidates that I've worked with. Secondly, there are all sorts of opportunities in Labor & Employment at Big Law, mid-sized, and small law firms, both on the plaintiff's and defense side. Thirdly, certain candidates can be place-able, even if they've accepted another opportunity. If a candidate is open to you applying him or her to all sorts of types of opportunities, it may be worth it to continue working with him or her in specific instances. This candidate had left her firm in August, but I had had a lot of success placing all of my other Labor & Employment candidates, so I decided to keep working with this candidate. Luckily, she approved all sorts of opportunities on the Plaintiff's and Defense side. My continuing to work with her eventually paid off!