

Junior Labor & Employment Associate with Top Firm Finds New Opportunity

This candidate grew up in the Midwest, and attended a highly nationally ranked university for undergrad. He continued on with his higher education, eventually earning multiple Masters Degrees including in Human Resources. Prior to attending [law school](#), he had spent over five years working in the human resources arena with multiple respected companies and eventually being promoted to a director-level position.

This candidate had become increasingly interested in the legal aspects of his HR career, and ultimately decided to attend law school to become a labor and employment attorney. He exhibited an intense focus on this goal through law school, where he performed very well in multiple L&E related courses, acted as a student editor for an employee rights/ employment policy journal, and was an oralist winner in an L&E-focused moot court competition. He performed well academically overall, and received his J.D. with a certificate in labor and employment law.

This candidate had clerked with multiple law firms during law school, including one opportunity gaining insight into plaintiff's-side work. Upon graduation from law school, he opted to join the Vault Law 100-ranked firm where he had also performed a summer associateship after his 2L year. He was very honored for the opportunity to become an associate at a sophisticated, top-tier firm focusing on management-side labor and employment work, including EEO, wage and hour, Title 7, ADA, and employee benefits matters and in both litigation and counselling roles. His perspective from the "client" side, having previously worked in HR, was invaluable to both his clients and his colleagues.

When this candidate came to BCG, he desired to undertake a limited job search. While he felt that he was gaining elite experience with a highly-regarded firm, he desired to find a private practice environment with a clearer path towards future development opportunities and more mentorship and advocacy. He was still fairly junior in his career, and wanted to continue its upward trajectory with a firm better suited for his ambitions. BCG recognized that this candidate would be a highly valuable addition to many legal teams. His intense focus and background in labor and employment made him a highly-desirable specialized candidate. His industry experience in HR prior to law school was also impressive and meaningful. Additionally, he had been a top performing student in many milieus, and exhibited a strong passion for his work and motivation in his career.

Another Vault Law 100 firm in the area with an L&E associate opening was very excited to see this candidate's materials, and asked to speak with him right away. The conversations progressed very quickly, and this candidate received an offer by the following week. While he had had other potential opportunities in the mix as well, this firm impressed our candidate with its sincerity of interest and excitement for him, as well as with the information they shared on advocacy, mentorship, and advancement support within their firm. They were genuinely able to convey the opportunity he would have with their top labor and employment practice, and this candidate was excited and honored to accept and make the move!