

## *Junior Plaintiff's-Side Labor & Employment Associate Finds New Opportunity*

This candidate grew up in the Midwest, and was a stellar student in both undergrad and law school. He had received a full academic scholarship for college, and originally planned to become a teacher. However, he had been drawn to the idea of [law school](#) and of working to advance the rights of individuals. He was admitted to a local law school where he was a top performer. He had earned multiple scholarships, participated on and was published in the Law Review, and received various awards for his academic and experiential work. He graduated first in his class with a very high GPA.

This candidate had completed a summer associateship after his 2L year with a highly-regarded, U.S. News & World Report-ranked law firm in the area performing sophisticated defense-side litigation (drafting legal memoranda and reviewing documents produced in discovery). He had received an offer for full-time employment upon graduation, but realized that he truly remained drawn to the plaintiffs' side of the law. He made the difficult decision to forego the opportunity with his clerkship firm, and upon graduation, sought out and joined the team of a well-known plaintiff side labor and employment practice in the same town, where he began focusing on representing plaintiffs in cases involving breach of employment contracts and race, gender, and age discrimination.

This candidate came to BCG after about 7 months of practicing post-graduation. While he was performing very well at his firm and receiving great reviews, he realized that he was seeking a better cultural fit for his practice. He had not had the opportunity to work with his current firm as a clerk prior to joining full-time, and while he remained passionate about the work he was doing, he felt there may be an opportunity to continue his career in a different environment. He did not want to give up on the prospect of performing on the plaintiff's side of the law, but was also open to a practice that would reflect a mix of plaintiff and defense-side work if an opportunity presented itself. BCG desired to honor this candidate's wishes for the future of his practice. While recruiting agencies traditionally perform most of their work with defense-side firms, BCG performed outreach to many plaintiff-focused firms in this candidate's geography and felt confident that the candidate's stellar credentials and work ethic combined with his true passion for the type of practice he was cultivating would pose a meaningful value proposition. Indeed, this candidate received multiple interview requests from various types of firms - both mid-sized and small.

This candidate ultimately received multiple offers from firms to which BCG had introduced him. One such offer stood out - it was with a highly-regarded and U.S. News & World Report-ranked firm that performed sophisticated work and was incredibly impressed by this candidate and the skillset he had to offer. While this firm performed much defense-side work, it had prominent attorneys also performing meaningful plaintiff-side labor and employment work, and respected and appreciated the fact that this candidate desired to do the same. The opportunity felt like a perfect fit for this candidate, and he was incredibly excited to be able to pivot his career so shortly after graduating and with a wonderful new firm. He is able to continue to work in an area about which he is truly passionate, and BCG was honored to be involved in the process!