

## *Mid-level Labor and Employment Associate Finds New Opportunity at Top Firm*

This candidate is a native of France. She has a ferocious work ethic, and she earned perfect grades at the best university in France both in her undergraduate degree and her two masters degrees. The candidate then moved to the United States and completed an LLM at a [top-20 law school](#).

The candidate had work experience at several small firms in California, and she was currently a labor and employment associate at a Southern California office of a firm at the bottom of the AmLaw 100. For personal reasons, the candidate was looking to move to Northern California. Although her current firm has a NorCal office, the candidate was ready for a jump up in the quality and sophistication of her work and clients, and she reached out to BCG for help.

The candidate was fairly selective about the firms to which she allowed me to submit her, which isn't always the best approach. I usually advise candidates to cast their nets widely, but this candidate had the option of the NorCal office of her current firm to fall back on. Also, labor and employment is often a fairly desirable practice area, and the candidate had great L&E experience. And I knew from our extensive conversations that this candidate would be absolutely stellar in an interview setting: she is well-spoken, charming, and thoughtful. In the end, I submitted her to only 9 firms, over the course of one month.

One of those 9 firms was a Vault-ranked firm with a top-of-the-top labor and employment practice group; the firm was one of the candidate's top choices. The firm asked me if the candidate would be willing to take a reduction in class year - not because of anything in the candidate's profile, but because they were looking for a slightly more junior labor and employment associate. The candidate and I had a long conversation about it, and I advised her to be flexible with class year. The jump between her current firm and this potential firm was vast, in terms of prestige, salary, and sophistication of work and clients. I knew the candidate was extremely well qualified, and that if she made the jump to this firm, she would quickly distinguish herself and do well. Ultimately, the candidate agreed with me. She loved the group when she interviewed with them, and both she and I were delighted when she received an offer.

This candidate's experience highlights that there so many factors that go into an individual's job search, and that a candidate does not have to be defined by their current employer. To be sure, not many people at this candidate's current firm would have been able to make the transition to her new firm. But this candidate had so many special qualities, and they were qualities that I was able to highlight in her application and she was able to underscore in her interviews. To me, this candidate exemplifies why it's so important to work with a recruiter who really gets to know you, so they can be sure to present you in your best light and advocate for the sort of position you deserve.