

## *Plaintiff-side Lemon Law Attorney Placed at Boutique Firm in LA*

Ever since March, when the COVID-19 outbreak became a pandemic and stay at home orders came down in several states but in particular in California, we have seen the legal hiring market and landscape completely change. Whereas before March, firms of all sizes were hiring in most practice areas, since March, many firms have put their hiring on hold. Big Law is for the most part not hiring, and is only moving forward on hiring plans and efforts for particular positions in particular practice groups with a lot of need. Corporate was very active before March, but is now more or less dead across the country (this is true for corporate-adjacent practice groups such as tech transactions as well). The firms that we do see hiring are mainly boutique firms, searching for experienced candidates with niche experience and skill sets. Some of the more active practice areas that we are seeing right now include bankruptcy, patent prosecution and trusts & estates.

The candidate that I just placed was an example of this trend. She is a plaintiff's side consumer class action attorney, although she also has a bit of experience with plaintiff-side labor & employment. In particular, she specializes in plaintiff's side lemon law, or going after the manufacturers of defective cars. I have been working with her for the past couple of years. I reached out to her about two years ago, when she was looking to leave her plaintiff-side labor & employment firm, and make a move back to plaintiff's side consumer class action litigation. However, she found the position with her current firm on her own at that time.

She reached out to me several months ago, and not only referred a lemon law attorney from her current firm to me, but also told me that she herself was looking again. Apparently, her current boss is known as being a very difficult character in the industry, and several of the attorneys from her current firm had recently left or were looking to leave. Amazingly enough, I was able to place her referral / lemon law colleague in only a week, at a great plaintiff-side lemon law firm in Pasadena. In her case, it took me about four months, but I was also able to place her.

The challenges with this candidate was that 1) she attended a local law school that is not considered very prestigious, and is not ranked highly, 2) she doesn't have as much trial experience as her referral candidate to me, 3) she has been at several firms in the last few years, which can raise eyebrows and red flags for prospective employers and 4) we were mostly searching together during the current slowdown in hiring. She also wanted to be on the west side of LA, which is where she is currently located, and there were, of course, not many lemon law firms in west LA that were actively searching for attorneys while we were searching together.

However, I was able to secure her two interviews in four months, at two plaintiff-side lemon law firms in west LA. One went through two rounds of interviews with her and ended up passing on her (supposedly for personality reasons), and the other ended up being a great match and giving her an offer. The latter firm is a small shop of just a few partners and attorneys, and seems to be a great personality fit on both ends. The base offer is lower than what my candidate currently makes, but with the potential for large bonuses (which is quite common in plaintiff-side work and especially lemon law work). I am so excited to have finally found a good match for the candidate, and the firm is very excited for her to start with them!