

## *Senior Remote Regional Market Candidate Lands Top Firm in NYC*

This candidate came to BCG with a very interesting background - but not one that firms would necessarily understand. He graduated from a top law school, one of the best in the world, and started in the traditional route of a major law firm. He had worked there for a while, but eventually made a move to an extremely remote area of the United States- one extremely far removed from all major markets. While there, he got a job at a small firm and enjoyed a more low key life. He was also very senior when he approached us - almost 10 years out of law school, which can make a search very difficult.

He and his wife had enjoyed their time in this regional market, which he had moved to due to his wife's career at the time, but they both very much missed the east coast and were looking to return to NYC. This candidate had applied to numerous firms on his own, but was not getting any interest or traction. Many attorneys make the mistake of applying on their own thinking they will do better, when the reality is without a strong top recruiting company like BCG representing them and explaining what happened, it is very difficult to get in the door at many of these places, and this candidate's sights were high on big law. Many other recruiters were also not willing to work with him.

He also had a very very niche practice area within finance - which to BCG we believe this can be a real asset - but many other recruiting companies will not want to work with such a niche candidate. Moreover, it would be very difficult for this candidate to find jobs in his practice area on his own --we at BCG have significant resources and contacts and market understanding to be able to get him in touch with the right firms for unique opportunities that he otherwise would never have known about or thought of. And that is exactly what happened.

Moreover, this candidate's resume needed significant work. Another benefit of working with BCG is that we are extremely skilled at resume advice and guidance, and in this case, with our advice, his resume became night and day stronger and better. Partners only spend 30 seconds reviewing any resume and it is extremely important it be strong. BCG believes this, along with our other connections, made all the difference for this candidate.

This candidate quickly landed not one - but two - top of the top big law interviews. It was fantastic! One was Top 25 and the other was Top 10 Vault firm. This candidate was also reasonable and understood what it takes to get a job - he was willing at a moments notice to fly in from a very remote area that was hours and hours away multiple times to make the interview happen, even if the firm was not willing to reimburse him. The firms ultimately both brought him in person once, and conducted the rest of the interviews remotely given the travel distance, but his good attitude definitely helped here.

Ultimately, the top 25 firm went to bat for him and made an offer - the Top 10 firm was honest and said they would need more time for a decision, and he decided he was extremely happy with the offer he had, and there was no reason to wait, and he jumped at the chance to join this top firm. He took a class year reduction - happily -- as it is what made sense for him at the firm, especially in that he would be still working in the niche practice area but a little more expansive, and that he had not been working in it for many years.

He is thrilled with the job and the firm is thrilled with him - and BCG is proud of the role we played in getting him back to a top firm in such a competitive market.