

## *Niche Practice Area Lands Big Law After Short Tenure at Another Firm*

This candidate earned his J.D. from a Top-14 law school, where he excelled and was a very strong student. He decided to go into the practice area of insurance coverage (different than insurance defense) after graduation, and he accepted a job at a niche boutique in this practice area. He had the opportunity to potentially go to a large firm but he was excited to work in this niche practice and thought starting small would be a good move for him.

He has great undergraduate credentials as well and you can tell that he is a strong candidate who was wicked smart and determined.

Like many people who start in boutique firms, they later regret not getting the big law experience. Often the best path is to actually start in big law rather than get experience at a smaller firm, as big law provides a lot of training and prestige that firms care about later on, and in-house positions, and it can be difficult to land the big law jobs after the fact.

This candidate, however, had chosen insurance coverage, which is also not an area many big law firms do - but some do. For the ones that do, having a candidate with insurance coverage experience at a strong boutique firm could actually be a real plus. He was able to successfully transfer to a top firm in this practice group, and was so happy to do so. The firm promised a strong practice with a lot of support and training and to be a really great place to work.

A lot of times when people join firms, they do not turn out to be as the attorney thought. The biggest mistake an attorney can make, however, is to start a job search immediately. We suggest a minimum of 6 months, but to stay closer to a year depending on the situation and the firm. This candidate, however, was not happy at his firm. It was simply not a nice place to work, and he contacted us after about 4 months to ask for help. As much as we want to work with everyone, 4 months was too little time, but we asked him to recontact us at 6 months if he was still unhappy, which he did.

At that point, 6 months was the earliest we felt comfortable trying - but it can be difficult since when you have a short tenure other firms are concerned you will do the same to them. We do not see a lot of attorneys successfully transition from their firm after such a short tenure. This candidate also realized the value of using a well respected legal recruiter- sending your resume on your own even with a cover will be difficult to get much traction, and having a recruiter go to bat for you and explain the situation and what is happening is very important.

He ended up getting an interview with our help at another top firm - which was amazing after only a short time at his firm, and they LOVED him. He sailed through the interviews, and the firms understood that sometimes the first firm just is not the right fit. He accepted the offer on the spot, and was thrilled to start at this new position! We have touched base with him and he is extremely happy there!