

Senior Attorney at Small Firm Lands Big Law

I am proud of all of my placements - but one like this is extremely rewarding because I know this attorney would likely not have ended up here without my perseverance, marketing and connections. Attorneys often think they can do better on their own than using a strong legal recruiter, but they do not understand all that we do behind the scenes to get them into the firm and land that interview - from correct marketing, from long relationships with the top firms in their area, from writing a stellar and top notch cover letter to highlight what the firm is looking for and what we know the firm might be interested in from our long experience and significant data, and from significant prep when it is time for an interview.

This candidate trusted in me and the process, and came to me after trying to find his own job on the market for months without even landing an interview (which is also very common, people often think every attorney gets tons of interviews, but the reality of a competitive job market is that most people will land one or two interviews outside of the prime 3-4 years' experience at a Vault top 10 firm).

About the candidate himself: he went to a Top-50 law school and had smaller firm experience but was really looking to break into big law. Most other recruiters would not give this attorney the time of day. The lack of big law experience and the desire to get into big law while he was already out of school for over 10 years is ultimately a complete non-starter. He was flexible on class year - which of course, is something that many attorneys think will be the deal breaker, but the truth is, this is an absolute necessity if you want to break into big law after only small firm experience, and this is something he understood.

He had a very good background in finance though which can be hard to find - with both real estate finance and general leveraged finance. I know from speaking to firms and firm connections I have that some firms always want to see attorneys with this kind of background. I took a shot and reached out to one of the top firms in the area - big law market paying firm -- and pitched him to see if they would consider talking to him, since he had this niche background among other things, and they agreed, as long as he was flexible on the class year.

He met with the partner of the firm who ran the finance practice group and they instantly hit it off -but even that can not be enough for a senior level attorney with no big law experience to make a dent. We waited a while, and he was very patient, to hear if the firm would take next steps. Sometimes it can take firms time to decide if they want to move forward, and that does not necessarily mean bad news. The firm eventually called me to ask if he would be comfortable coming in as a mid-level - despite being out of school over 10 years. This is a very common request - especially from someone who does not have true "big law" experience - and he was thrilled. It is an ideal situation for him as well since it gives him time to get to learn the ropes in big law.

He ended up landing the offer - and is so happy to have made the transition to big law!