

## *Top Candidate in Finance Makes Move to Vault Top 10*

When I began to speak with this candidate, he was already entering the senior side of his practice, as a 7th year associate. It can often be difficult to make a lateral move at that time, but he was very determined, and was at a very well respected firm. While he enjoyed the substantive work he was performing, the location of the firm was getting more difficult for him with his family as he lived outside of NYC and the firm was located as far away as possible from where he had to go in the City. He wanted to still work in NYC, but wanted a bit of an easier commute. He also wanted to make a move for the substance of the work, and to find a gem that let him work between two practices, in the finance and capital markets world, which he did now.

Although this is a more senior time to start his search, BCG felt confident that we could find him a great home given the state of the economy and his background and credentials. Without disclosing any personal details, he was in the prime finance practice area which tends to be extremely marketable in NYC. At the same time, he also had experience abroad at a top firm that helped to round him out as a candidate.

He had made a lateral move to NYC and landed at an extremely well respected firm, but he had the capability of working and being at the best, and his ambitions were to land in the Top 10 Vault firm world.

Not surprisingly, [this candidate quickly received interview requests](#), but given he was limited to top of the market, BCG did a lot of heavy lifting to get him in the door. We wanted to make sure the firms saw the amazing value that he brought, and ultimately he was down to two top Vault firms in final stages. We worked hard along the way helping the candidate with advise between the two firms, providing significant information about the practice groups and the type of experience he would have, following up and offering guidance between him and the firm, helping him negotiate the offer stage process when he was ready to do so, and sharing information between parties to make sure that everything moved forward at a fast pace.

The difficulty for this candidate is he was choosing between two top firms and really was excited about both. Ultimately, with BCG guidance and advice, he landed on the one he wanted more than the other. Luckily for him, the firm he was most excited for when to bat for him first, and he accepted the offer on the spot. This is crucial that many attorneys do not do - firms do not want candidates to sit on offers for a long time, and especially in this case where the candidate was extremely open with both firms about the fact he had both opportunities, it made the firm he chose feel like he really valued him. The firm was the perfect location, and perfect practice group fit, and he absolutely loved all the people he was going to be working for.

At the same time, the firm's excitement about him also helped to seal the deal for him. We at BCG appreciate when firms go to bat for candidates and show significant enthusiasm as it often helps especially with a candidate facing a difficult decision.

He accepted the opportunity and is now at a top of the top Vault top 10 firm in one of the most prestigious practice areas, and we are positive he has an extremely bright future ahead!