

## *Big Law Senior Litigator Lands Counsel Level Position*

This candidate contacted me as a referral through hearing about the work I had done for her friend - landing the friend a big law position of their dreams. I am always very appreciative of referrals, especially from candidates I had placed in the past, since I place many, and it is nice when they pass along my information to others!

This candidate was fantastic - he went to one of the top law schools in the world and was extremely easy to talk to, very articulate, and wicked smart. The candidate also was at on the of top firms in the world -- a really well known Vault 10 top firm. So it feels like the search for this candidate would be easy, but as this candidate recognized, they were very senior at this point - having graduated from law school 12 years prior. Moreover, the title was still Associate and he would love to have moved up in title at this point, one of the reasons he was looking.

Despite fantastic schooling and a fantastic personality and a fantastic job, it can be very very difficult to get a new lateral opportunity at a big firm once 12 years out with no business. Despite the fact the big law model encourages service attorneys and does not support business development always in younger attorneys but simply wants them to work on institutional clients, firms at the same time do not seem to understand why people do not have larger books of business. And the lateral market for someone 10 years out of law school requires this. The bump to Counsel title is also extremely rare- we work with many attorneys who are looking for and expect a counsel title, but at the end of the day, they realize that the reality of a lateral search is that you would have to be okay with a likely class year cut and an associate title to land a new job.

This candidate, however, managed to pull off the extremely tricky task of getting a firm to make a Counsel level offer. We applied him to many firms in his major market (another issue since he was not in a regional market, but looking in one of the top markets without business). In the end, he landed one interview. This is typical - for senior level attorneys with no business, especially in litigation, it can be difficult to land any interviews in big law, but he managed to do so through my connections and help and the firm told me that the cover letter I wrote was the best they had ever received and made a difference in interviewing him.

He is a superstar and once he got in the door, he sold himself and the firm was enamored by him, and knew that he was as fantastic as his credentials. He was taking a salary cut, since despite being big law, it was not market scale at this firm, and this was something he was totally fine with and understood was likely in a job switch. He, however, was really set on wanting Counsel which can usually be a deal breaker, but this firm was willing to do that for him to land him.

He took the job, and was so thrilled, and now this firm encourages development of business, and he is excited to start growing his book with a really solid named firm under his belt.