

## *Senior NYC-Based Construction Transactions Associate Lands Position he was Previously Rejected from When Applying on His Own*

This was a very unique placement. I had previously placed a very highly credentialed associate with a sophisticated construction law boutique in New York City. Despite graduating from a top 10 law school and gaining excellent construction experience at an AmLaw 100 firm, after joining this construction boutique, she failed the New York Bar Exam and also failed to show up to work on time and to complete the assignments she was given. Therefore, unfortunately, the firm fired her and reached back out to me to find a replacement as quickly as I could as they were extremely busy.

Since construction transactions work in NYC is a pretty niche field, I immediately turned to BCG's extensive database and texted all of the New York-based construction candidates we had in our system to tell them about this opening.

This candidate, a senior NYC-based construction transactions associate, responded and told me that he was interested in the job, but that that particular firm had already interviewed and rejected him. In rejecting him the first time, the firm told him that they were looking for someone with more owner side experience.

I decided to submit him anyway. We spoke in depth about his qualifications for and interest in the job and I made sure to convey in his cover letter why I thought he'd be such a great fit for the firm. Specifically, I let them know that the candidate took their constructive criticism concerning his lack of owner side experience to heart and had since gained a great deal of owner side experience and described the relevant experience he had since gained.

I should note that, despite having excellent relevant experience and passion for construction work (he actually worked as a construction manager for ten years before law school), this candidate was nowhere near as qualified on paper as the candidate I had previously placed with this firm. He did not go to a highly-ranked law school and never worked at a highly-ranked firm.

Nevertheless, the firm interviewed him and quickly gave him an offer that was actually much higher than the first candidate I placed at the firm due to having more experience than that candidate.

This placement goes to show you that, even in law, credentials are not everything and that grit and determination often win out. This candidate responded to the firm's criticism the first time they rejected him and used it in a constructive way to better himself and to gain experience that would make him more marketable. After that, he courageously applied again, despite that previous rejection and didn't let fear of rejection stop him from going after the job he wanted.

This candidate clearly wanted this job more than the better credentialed candidate who took the job for granted and, therefore, was ultimately successful! This candidate was a joy to work with throughout the entire process. He was extremely responsive, kind, and made an effort to always put his best foot forward. I am sure that he will be successful at his firm and am extremely happy for him. The second time was the charm!