

## *Collaborative Guidelines for Working with BCG Attorney Search: Building Strong Relationships and Finding Top Legal Talent*

At BCG Attorney Search, we take great pride in our relationships with law firms across the United States. With over half of the attorneys in the country have contacted us in the past five years, we have developed a wealth of expertise and a deep pool of talented candidates that can help your firm grow now and for decades to come.

We believe our relationships with our clients are built on trust and mutual respect, so we would like to share a few guidelines to help us maintain strong, collaborative relationships with your firm.

First and foremost, we ask that you contact us directly if you are interested in a candidate, we have referred to you. Our candidates agree to work exclusively with us to find their next employment opportunity, and as their agents, we are responsible for ensuring that their interests are protected. If you contact a candidate directly, it puts them in an uncomfortable position to breach their agreement with us, which can harm the relationship between [BCG Attorney Search](#) and the candidate, as well as between our firm and your firm.

In addition to protecting our candidates' interests, working with us has many benefits for your firm. We have a team of experienced recruiters who specialize in the legal industry and who can provide valuable insights and advice throughout the recruitment process. We also have access to a large pool of highly qualified candidates who have been rigorously screened and vetted, ensuring you have access to the best possible candidates for your firm. By bypassing our firm and contacting candidates directly, you are essentially cutting out the middleman and potentially missing out on the value that we can provide to your firm.

For example, let's say your firm wants to fill a senior partner position. We refer a candidate to you who has the necessary skills and experience, and you express interest in speaking with them. Contacting the candidate directly could harm our relationship with the candidate and your firm, and you may miss out on valuable insights and advice that we could provide throughout the recruitment process.

Furthermore, contacting candidates independently undermines our trust and relationship with our candidates. By working with us, candidates have access to various services that can help them find the best possible job opportunities. This includes interview preparation, salary negotiation, and other valuable resources. By contacting candidates independently, you are essentially cutting them off from these resources and potentially harming their chances of finding the best possible job opportunity.

For instance, let's say that you contact a candidate we have referred to you directly, and they decide to work with you instead of us. If they encounter challenges during the recruitment process, they may not have access to the same level of support and resources that they would have if they had continued to work with us.

A [job search](#) is highly personal and confidential, and candidates expect their interest in your firm to be confidential. By failing to keep this information confidential, you are potentially harming the relationship between BCG Attorney Search and the candidate and the relationship between our firm and your firm.

Moreover, failing to keep candidate information confidential can harm our relationship with the candidate and your firm.

For example, we refer a candidate to you, and you fail to keep their interest in your firm confidential. The candidate may feel that their privacy has been violated, which could harm our relationship with them and your firm. Additionally, other candidates may become aware of this practice and may be less likely to work with your firm.

Lastly, if you have received one of our candidates from another source, we expect to be made aware of this as soon as possible. If you do not notify us, we will assume that this candidate came through us. This is simple: we need to know if our candidates work with other placement firms or apply to firms independently. This information is relevant to our decision to keep working with candidates and can help us provide better services to our candidates in the future. For example, let's say we refer a candidate to you, but you have also received their resume from another placement firm. If we know this, we can work with the candidate to determine which firm would best fit them and provide guidance and support throughout the recruitment process.

At BCG Attorney Search, we value our relationships with law firms and candidates alike. We understand that finding the right fit for your firm can be challenging and time-consuming, and we are committed to providing the support and expertise you need to make the best possible hiring decisions. By working together and following these guidelines, we can help you find the best possible candidates for your firm and build a strong reputation in the legal industry.

Additionally, we encourage open and honest communication with our clients. If you have any questions or concerns about our policies or services, we are always happy to discuss them with you and find ways to address any issues that may arise. We aim to build long-lasting relationships with our clients based on trust, respect, and a shared commitment to success.

In conclusion, following these guidelines will help us maintain strong, collaborative relationships with your firm and provide the support and expertise you need to make the best possible hiring decisions. We look forward to working with you and helping your firm grow now and for decades.

**[Read the Ethics of Recruiting.](#)**