



2025 Ones To Watch - Industry Leaders: Leo Jacobs, Jacobs P.C.

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Leo Jacobs
Founder and CEO

Jacobs P.C.

Recent goal and impact:

I set out to position Jacobs P.C. as the go-to firm for clients facing complex financial distress and we delivered. We have restructured over \$5 billion in real estate debt and equity, while maintaining a boutique model. The impact? We have proven that strategic agility and elite legal work aren't mutually exclusive. This has redefined how clients perceive mission-driven practices and how we think about our own scale and influence.

Turning problems into opportunities:

A client came to us days before losing a historic Harlem church to foreclosure. It was a race against the clock. While three firms had failed, we developed a bold filing strategy that not only stopped the auction but led to a renegotiated payment plan. That win sparked new business — and more importantly, it shaped our firm's identity: we take the hard cases, flip the script, and fight for impact beyond the transaction.

Sharing knowledge and expertise:

I make it a priority to foster growth within my team by encouraging critical thinking, strategic analysis, and a deep understanding of client needs. I also speak regularly to law students and early-career attorneys about building careers rooted in purpose and precision. Sharing my experience is part of how I stay connected to the future of the profession — because knowledge becomes more powerful when it's used to inspire and uplift others.

Giving Back:

Serving as chief counsel to the Bukharian Jewish Community has been one of the most meaningful roles of my career. It is a calling rooted in history, service, and cultural stewardship. Whether I'm helping safeguard community assets or guiding members through complex legal challenges, I view this work as a responsibility to both my heritage and my profession.

Who was/is your role model and/or leadership mentor?

I very much look up to Winston Churchill. His words, "The price of greatness is responsibility," resonate deeply with me. The law is a powerful tool, but with that power comes the duty to wield it responsibly — for my clients, my community, and the integrity of the profession. Churchill's philosophy reminds me that being a great lawyer isn't just about intelligence or strategy, it's also about owning the outcomes, standing firm in tough moments, and never straying from the weight of responsibility. That lesson guides me daily, pushing me to be both a fierce advocate and a steady, reliable counselor.

