

YOUR JOB SEARCH: BEYOND EIP

1. A Quick Note.

- EIP represents a fraction of the legal employers – employers, like large AmLaw 100 law firms, that can project hiring needs years’ out. Generally, these firms have narrow hiring criteria.
- Small and mid-size law firms also hire for summer and post-JD positions, but recruit more informally.
 - i. These firms do not participate in EIP because their hiring needs often arise quickly and they lack the significant administrative support to plan and coordinate such interviews.
 - ii. They typically post their opportunities on HCO, other job boards, or hire from within their network.
 - iii. Small and mid-size law firms also hire part-time law clerks during the semester and continue employing the clerks into the summer and beyond graduation.
- Remember, an effective job search is a diverse job search – send applications directly to non-EIP employers, network, and stay on top of legal job postings.

2. Other Recruiting Programs.

- Fall Semester OCI & Spring Semester OCI: Both Fall and Spring Semester OCIs attract private and public sector employers that interview on-campus during the semester.
 - i. The positions are posted on HCO and can be searched using the “Fall OCI” or “Spring OCI” tags or by doing a keyword search.
 - ii. The Career Office handles scheduling logistics with the employer.
 - iii. Private sector positions posted for Fall and Spring Semester OCIs are paid.
- U.S. Department of Justice (DOJ) Programs
 - i. The DOJ’s applications for its Honors, Summer, and Volunteer Legal Intern Programs are online.
 - ii. The application window for the DOJ Honors and Summer Intern programs is typically from the last week of July through the first week of September.
 - iii. Interviews are typically scheduled in November.
 - iv. Please refer to the DOJ’s [website](#) for details.
- Additional Federal Government Hiring: A number of Federal government agencies conduct their summer and permanent hiring in the fall. Deadlines vary significantly, so check the Government Honors and Internship Handbook on HCO under Password Protected Job Search Sites.
- Public Interest/Public Sector Recruiting.

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- i. Many Public Interest and Public Sector (PI/PS) employers recruit exclusively during the Summer/Fall Recruiting season. If a PI/PS employer that interests you is participating in EIP or has posted a job on HCO, apply now. Summer and Fall months present a great opportunity to secure a summer position.
- ii. Applications for major public interest fellowships are usually due in September. Interviews typically take place between October and November.
- iii. PI/PS Day at the end of January is an excellent recruiting program for public interest/public sector opportunities. Keep an eye out for Career Office email announcements sent at the end of Fall semester.
- iv. See the Public Policy Handbook under Password Protected Job Search Sites on HCO for Listings of public policy jobs and internship positions.
- v. PSJD, <http://www.psjd.org/> is also a great resource for locating PI/PS summer jobs, permanent jobs, and fellowships.

3. Judicial Clerkships.

- Post-JD clerkships last for one or two years prior to moving into a permanent legal position.
- Law firms and other legal employers are often happy to defer employment while clerks gain valuable experience.
- For further information, contact [Fairuz Abdullah](#) of the Career Office, visit: <https://oscar.uscourts.gov/> and sign up for the JClerk Listserve at: <http://lists.uchastings.edu/mailman/listinfo/jclerk>.

4. Using HastingsCareersOnline.com. Some employers post summer and permanent jobs on HCO, but not as part of EIP or another on-campus interview program. These employers will screen application materials and invite selected candidates to interview on-site.

5. The Attorneys in Residence (AiR) Program.

- The AiR Program is a one-year post-graduate fellowship for the most recent graduating class and is focused on employers that do not typically hire first year attorneys, including small and mid-size firms and in-house legal departments.
- Employers and AiR attorney fellows make a one-year commitment, but employment is ultimately, at-will.
- Participating employers typically recruit in the late summer months after recent graduates have finished taking the bar exam and will hire anytime between August to February.
- If you are interested in learning more about the AiR Program, please contact [Jessica Ourk](#) at the Career Office.

6. Self-Initiated Job Search.

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- Many opportunities beyond those with formal application, interview processes and deadlines exist. If you are interested in large firms that are not coming on-campus, make sure to find check the firm websites or find their contact information on www.nalpdirectory.com. Contact them in late summer/early fall to apply.
 - The majority of UC Hastings graduates and law school graduates across the country work at smaller firms and a large number accept jobs in the government, business, and public interest sectors.
 - Please visit the Career Office and read our email announcements for programming during the school year, including the Small & Mid-Size Firm Speed Networking Event in the Fall.
7. Take advantage of the Career Office! We are here to help you through the Summer and Fall Recruiting season. We encourage you to talk with one of our Attorney-Counselors to answer your questions, refine your resume/cover letters, and be strategic about your job search and professional development. You may also check out our career guides and resources online [here](#) and at <http://www.uchastings.edu/career-office/students/career-guides/index.php>