



Career Corner

September 7, 2004 ♦ Fall - Issue 3

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OFFICE HOURS:

Monday –Friday

9:30 a.m. – 6:00 p.m.

Career Services:

Helping You Shape Your Future

The Career Corner is edited by Tunisha Grant

CAREER TIPS Small Firm Hiring Dynamics

by Sue Tunnell

I recently spent some time researching the dynamics of small firm hiring decisions. Testimonials from Hastings' Class of 2003 show a number of trends in response to the question, "What factors contributed to your firm's decision to hire you?" The otherwise unscientific results show that chemistry is an ever-important aspect of the hiring decision.

In one case, a student interviewing for a job with a 10-person firm was a huge Dodgers fan and one of the factors that tipped the decision in his favor was that a partner of the firm was a Giants fanatic. The hiring attorney thought that this would make for a spirited dynamic in the office. Similarly, most of the recent graduates who connected with their firms through a Hastings alum believed that the shared experience of going to Hastings was a **critical** factor in landing their jobs.

Over half of the graduates who accepted offers at small firms made their initial contact with the firm through a personal connection. In a small firm, everyone in the office typically has to work well with every

other person in the office, and there is little room for mistakes on "fit".

Another factor in small firm hiring is the tension between needing an attorney who can hit the ground running, yet wanting someone who will do things "the firm's" way. Some small firms are reluctant to hire new graduates because they perceive them as needing too much training.

A number of Hastings graduates emphasized that this predisposition is surmountable. One such graduate credits his success in getting hired to being a qualified specialist based on his Hastings coursework. The tax program and family law program at Hastings can really help make a candidate a more credible in terms of the training the student has received before starting practice.

In one particularly interesting case, a small two-partner law office in San Francisco had been trying to add associates for a couple of years. The firm's initial instinct was to hire experienced attorneys so that they could pick up cases without requiring a lot of training/grooming. However, when the firm had trouble retaining lateral hires, the partners wished they had done more oversight and mentoring anyway.

The partners' **new strategy** was to hire a couple of green attorneys that they could train to handle cases in a manner consistent with the firm's standards. For this firm, the key factor in the hiring decision was any indication of longevity: they wanted people who were likely to stay and be productive on a long-term basis. That firm hired two "newbies" from Hastings at approximately the same time in January after the bar results came out at the end of November.

If you are **thinking of targeting** small firms after graduation or for a summer job, get a head start on identifying your targets and marketing yourself effectively by dropping by career services for some more tips.



JOBS! JOBS! JOBS!

Everyday, the Career Services Office receives new listings for both **part-time**, and **summer positions**. **Post-JD** positions, including **judicial clerkships**, are also available. Log Onto **LawCareer** and click on the **School Job Postings** often to check for new postings.

Just a few highlights from LawCareer:

RESUME COLLECTIONS

Haynes and Boone LLP (Listing No. 89680)

Dallas, TX

Apply for a summer position at this firm if you're in the top 25% of your class and have foreign language skills.

www.haynesboone.com

Years Requested: 2L

Materials Requested: Cover Letter, Resume, Transcript

Deadline: Sept. 13, 2004 – 3:00 p.m. at CSO

SUMMER POSITIONS

Saul Ewing LLP (Listing No. 89664)

Philadelphia, PA

Be part of this dynamic, multi-disciplinary law firm, specializing in Bankruptcy, Construction and Employment, with offices all around the Eastern Seaboard.

www.saul.com

Years Requested: 2L, 3L

Materials Requested: Cover Letter, Resume, Transcript.

Deadline: Sept. 10, 2004

Cravath, Swaine & Moore, LLP (Listing No. 96660)

New York, NY

This large firm considers many factors into account in making hiring decisions, but applicants in the top 15% of their class are most likely to be favorably considered.

www.cravath.com

Years Requested: 2L, 3L

Materials Requested: Cover Letter, Resume, Transcript.

Deadline: Sept. 15, 2004

Kolisch Hartwell P.C. (Listing No. 99760)

Portland, OR

If you have an interest in intellectual property law, check out this firm with branch offices in Palo Alto, CA, Boise, ID and Kobe, Japan. www.khpatent.com

Years Requested: 2L, 3L

Materials Requested: Cover Letter, Resume, Transcript.

Deadline: Sept. 15, 2004

SEMESTER PART-TIME

Law Offices of Mayor Joseph L. Alioto & Angela Alioto (Listing No. 90881)

San Francisco, CA

This small plaintiffs' firm is looking for promising law students to join their team and learn the details of employment discrimination

practice, including racial, disability, gender discrimination and retaliation. Any commitment of time is appreciated.

Years Requested: 2L, 3L

Materials Requested: Cover Letter, Resume

Deadline: Sept. 12, 2004

JUDICIAL CLERKSHIPS

U.S. Dist. Ct., Middle District of Florida - (Listing No. 87880)

Orlando, FL

Apply for this 2-year clerkship, beginning in the Fall 2005, if you are in the top 5% of your class. Moot court and law review editorial board experience or publication in a law review is preferred.

Years Requested: 3L

Materials Requested: Cover Letter, Resume, Transcript, Writing Sample.

Compensation: \$48,035/year.

Deadline: Sept. 7, 2004



THIS WEEK'S EVENTS

Tuesday, September 7

Pre-Arranged Mock Interviews 9/7 – 9/17

Wednesday, September 8

3:40 PM; Room F

What Employers Want: Interview Tips from Legal Employers - Come learn what law firm hiring partners and recruiters say students need to know about interviewing.

Friday, September 10

11:40 AM; Room A

Winning Interview Strategies from 3L OCI 'Veterans' - What should you expect from an On-Campus Interview? Why not ask students who have 'BTDT'?

