Essential Elements of the 2L Job Search for Class 2012
April 6, 2010

Keys to Launching Your Career on an Upward Trajectory!
Why “required”?

There are a few things we want everyone to hear once.

Why now?

You can start taking some actions now and plan ahead for others.
Today’s Themes

- The “legal economy” may be stabilizing.

- 2010-11 will likely be a 2L recruiting season comparable to 2009-10.

- You can take specific actions to increase the opportunities available to you.
## Market data & its implications for the 2L job search

<table>
<thead>
<tr>
<th>NALP Employment Data</th>
<th>2009</th>
<th>2007</th>
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<tbody>
<tr>
<td>Avg. # offers to 2Ls/employer</td>
<td>16</td>
<td>39</td>
</tr>
<tr>
<td>Median # offers from 700+ attorney law firms</td>
<td>8</td>
<td>30</td>
</tr>
<tr>
<td>3Ls getting offers to return</td>
<td>69%</td>
<td>93%</td>
</tr>
<tr>
<td>Law firms interviewing 3Ls</td>
<td>3%</td>
<td>42%</td>
</tr>
<tr>
<td>Class ’10 offers deferred</td>
<td>39%</td>
<td>0</td>
</tr>
<tr>
<td>Increase in Government Applications, Public Interest Similar (anecdotal)</td>
<td>+70% or more</td>
<td></td>
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The Current Hiring Paradigm

*of Law Students by Legal Employers*

Build value through all three years of law school by full engagement to demonstrate:

- Intellect
- Practice abilities
- Organizational skills
- “Ownership work ethic”
- Subject matter expertise and that you are practice ready.

*Your career has already started.*

*You can create “value” now.*
Factors You Can Control & Develop to Show Value as a 2L

- Advanced interpersonal & conversational skills
- Articulated interest in the particular employer
- Communicated excitement or passion about the practice, or field/industry/cause
- Demonstrated “ownership mentality” and work ethic
- Logical commitment to the community
- Sophisticated perspective about the complexities of practice
- Writing ability, legal and general
Goals for this Summer

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<tr>
<th>Develop your “value factors”</th>
<th>Practice. Be pro-active.</th>
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<tr>
<td>Great References</td>
<td>Do great work; invest in your host.</td>
</tr>
<tr>
<td>Build Relationships</td>
<td>Invite people of interest to talk about themselves.</td>
</tr>
<tr>
<td>Professional Writing Sample</td>
<td>Ask mid-way through the summer, if needed.</td>
</tr>
<tr>
<td>Become comfortable “talking like a lawyer”</td>
<td>Practice using terminology.</td>
</tr>
<tr>
<td>Develop a focus and a plan</td>
<td>Self-assess. Complete 2L marketing plan (provided).</td>
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Creating A Plan To Maintain Control In The Current Market

- Pursue diverse types of opportunities simultaneously, *e.g.* law firm and govt.; mega firm and regional firm; Fellowship and local PI.

- Apply to positions of interest across states where you have ties, in addition to places where you may hope to live.

- Be pro-active in trying to arrange interviews before OCI (and after) — *no one should rely only on OCI.*
What to Do Now

- Study and prepare for finals.
- Set up a meeting with a counselor prior to leaving for the summer to discuss your personal search strategy and individual check-list.
- Plan to attend the “Nuts & Bolts of OCI Bidding and Writing Letters” on May 5 or 10.
- Arrange your summer calendar building in time to be in your target markets.
- Commit to reading what we send you and to referring to the 2L Tool Box.
This Summer’s Timeline

- Now: Focus on Finals, then Case Note
- May: Receive & Review 2L Summer Search Materials
- June: Rigorous Self-Assessment; Excel at 1L Job
- July: Initiate Employer Contact; OCI Bidding (7/14-21)
- August: Maintain Employer Contact, Set Up Meetings

- August 16: “Communicating to the Point”
- August 18-20: OCI begins
- August 23: Classes begin
- August – April 2011: Secure 2L Summer Job
The Best News

There will be thousands of positions available nationally for Class 2012.

There are only 230 students in Duke’s Class 2012

With intentionality, you can launch your career on an upward trajectory.
Recap of Today’s Themes

- The “legal economy” may be stabilizing.

- 2010-11 will likely be a 2L recruiting season comparable to 2009-10.

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