

Preparing For The 2015 Recruiting Season

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Who, When and Where?

Early Interview Week or EIW (8/3-8/7)

- Large firms – 225 employer schedules
- Location: Hotel Shattuck Plaza
- 20 minute interviews (9am-5pm)
- 100% lottery – combo of luck and bids with assigned ranks

Fall Interview Program or FIP (8/24-10/2)

- PI/PS & small firms - 40 to 50 employers
- Location: Law School or Haas
- 20 or 30 minute interviews (9am-5pm)
- Pre-screening (resumes only) – like Spring OCI

Geography and Employment Class of 2013

Top 10 Cities for Jobs by Percent		
City	Percent of all Jobs	# Firms in 2015 EIW
1. New York City	9.68%	34
2. Washington, DC	5.09%	33
3. Chicago	3.88%	12
4. Los Angeles	2.35%	53
5. Houston	2.16%	21
6. Boston	1.99%	10
7. Atlanta	1.67%	5
8. San Francisco	1.56%	52
9. Philadelphia	1.34%	2
10. Miami	1.33%	1

Some Perspective

OCI is just one of many job search tools

- Focuses on narrow band of employers
- Nationally, only 15% of law students get their job thru OCI
- Be proactive
- Consider all the options

OCI is limited as PI/PS Small Firm Tool

- Supply side limitations
- No recruiting staff/no recruiting budget
- They hire in real time – when there's a need

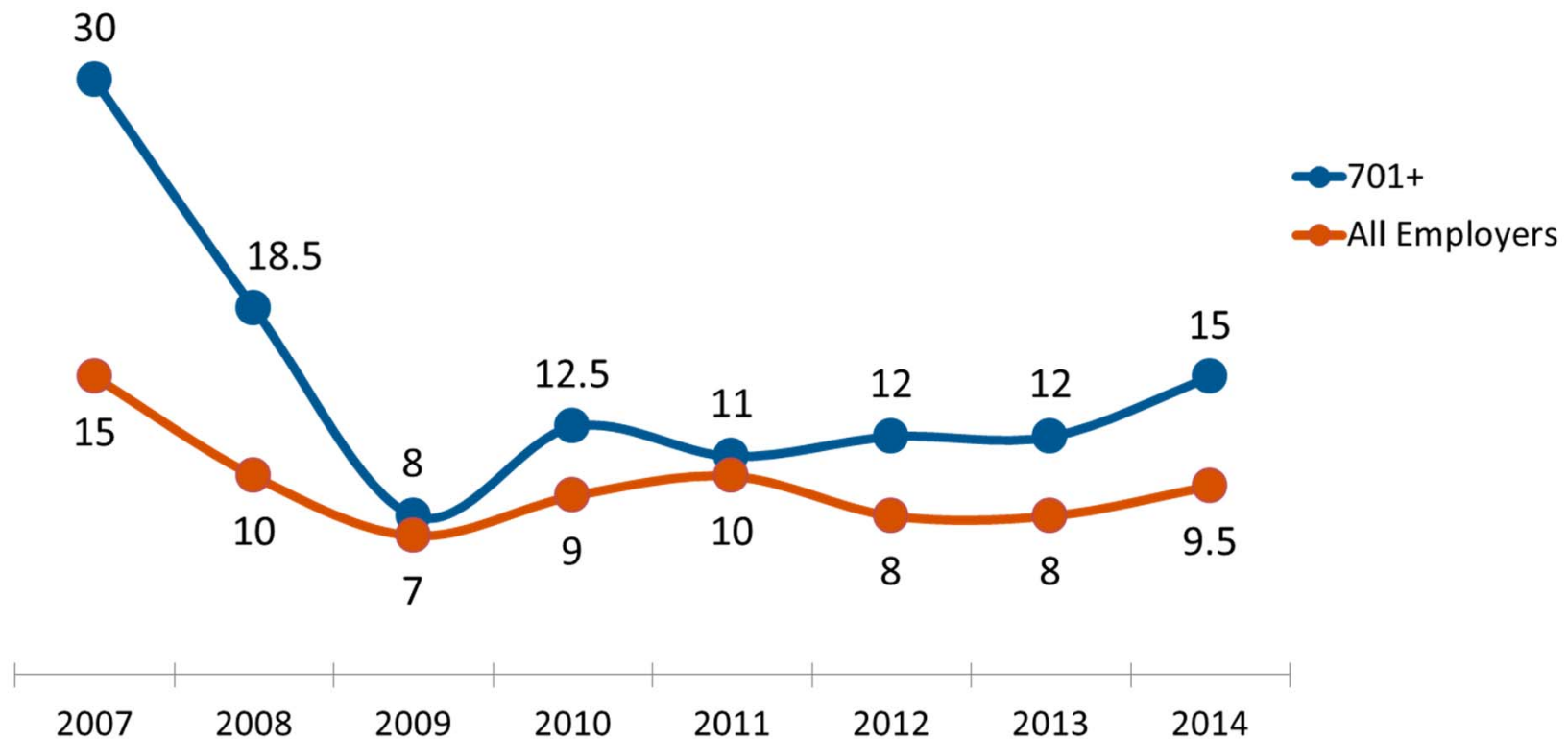
OCI is Not All That

- Focus on what you can control
- Success in OCI $\neq$ Success as a lawyer
- Don't stress out – and don't stress others out!

OCI 2014

- 95%+ of EIW interview slots were for 2Ls
 - Over 60% of 2Ls received at least one offer through EIW
 - 85% of 2Ls participate in OCI
 - Average number of initial interviews = 20
 - Average number of callbacks = 4
 - Average number of offers = 2
 - Callbacks to offers ratio at Berkeley Law = 49%
 - Nationally, median number of offers made by large firms = 15
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Median Number of Offers Extended to 2Ls for Summer Positions Nationally



Preparing for the 2015 Recruiting Season

OCI Alternatives

- Independent contacts/direct applications
- About 60% of 2013 OCI participants also pursued independent contacts
- 57% of them received offers

Methods include:

- Networking
- B-Line Job Listings
- Job fairs – BADCF (7/25)
- PI/PS
- Employer Receptions
- Direct mail/email (CDO Webcast)
- Alumni contacts

Success Factors

- Interview Skills/Answers
- Grades
- Attitude
 - Resilience/Confidence
 - Determination/Fully Engaged
 - High Emotional I.Q.
- Geographic/Practice Area Flexibility
- Thorough Research/Interview Prep

EIW Bidding and Other Ways to Get EIW Interviews

Bidding Success Factors:

- Rank
- Employer “popularity”
- Number of Interview Slots

Post-Bidding Open Sign Ups

“Stalk” the Interviewer

(During scheduled breaks or before/after interview day)

Hospitality Suites

Employers and Bidding

Permitted Prerequisites:

- a technical background (e.g., an advanced science degree);
- a particular language skill; or
- practice-specific interest demonstrated by course work (e.g., tax).

Preferences

- Have no effect on your eligibility to bid/interview
- Consider “with grain of salt” -- aspirational

b-Line

- Summer Evaluations
- Profile
- OCI Functions
 - Bidding/Open Sign-Ups (EIW)
 - Interview applications (FIP)
 - Interview Cancellations
- Announcements (deadlines, CDO programs, employer receptions, hospitality suites)

OCI Information Sources

- Your Berkeley Law Email
- The email address in your b-Line profile
for last minute changes to one of your scheduled interviews
- EIW & FIP 2015 webpage – *coming in May*
(path: Jobs & Career Options – Interview Programs – 2015 EIW &FIP)
- OCI Alternatives webpage
(path: Jobs & Career Options – Interview Programs – OCI Alternatives)
- B-Line Announcements section

OCI Preparations

- Determine your employment priorities

Size; location; practice area(s)

Careers  Career Exploration  Practice Areas

- Weigh all options

Public Interest

Government – honors programs

Careers  Job & Career Options  Interview Programs
 OCI Alternatives

- Browse Evaluations (shortcut on home page)
- Attend Firm Receptions
- Talk to Current 2Ls/3Ls

Summer Preparations

- Update Resume
- Polish Writing Sample
- Cover Letter (for direct/email campaigns) and FIP employers
- Finalize references
- Email us your resume for review by July 1st

CDO is open throughout the summer!

Make a phone appt with a counselor to review strategy/bids/etc.

Resources

- “Grade Book” (not available online)
- EIW 2014 Bidding, Callback & Offer Data
- www.nalpdirectory.com
- www.chambers-Associate.com
- Vault.com
- Blogs (CDO Newswire; ATL)
- Law.com

Callbacks

Schedule Promptly

After Callbacks -- NALP offer timing guidelines

- Offers expire after 28 days – 14 day reaffirmation period
- Don't wait and don't let an offer just expire
- No more than 5 offers at one time
- Can keep one biglaw offer open until 4/1 if you are doing PIPS job search

2015 Fall Recruiting Season Q&A