



CDO: Recruiting Programs Timing

1 message

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Dear 1Ls:

We know it must seem way too early to be thinking about your 2L summer job before many of you have nailed down your 1L summer job plans, but, to assist with your future planning, we are emailing now with an update about how timing for the 2L summer job search will look for your class.

Specifically, we have determined that on-campus recruiting programs (both for private sector, including BigLaw, and public interest/public sector (PIPS)) will be taking place in August and September of 2021.

As you may be aware, in the spring of 2020, Berkeley Law, and other law schools, made the decision to delay last year's on-campus (virtual) recruiting season until after the fall semester at the request of employers. They wanted to see an additional set of grades and requested some more time to evaluate their future hiring needs in light of an uncertain economy. We are now in a very different position. Our traditional grading system has been back in place since the fall of 2020 and employers have a much better sense of the future.

Reverting to the pre-pandemic timing, with recruiting programs happening in early August for BigLaw firms and September/October for non-profits, government and small firms, will increase your opportunities and lessen the disruption to your studies. It will also align Berkeley Law's interview programs with those of other law schools, several of which have recently announced their intention to begin holding them in early August.

Accordingly, **we are designating the week of August 2nd, 2021 as our Early Interview Week (EIW)**, during which employers will conduct initial screening interviews remotely. Employers in EIW are

overwhelmingly (though not exclusively) large (generally defense-side) law firms in major cities. Our **Fall (Semester) Interview Program (FIP)**, which tends to work better for non-profits, government, and small firms recruiting here, will take place in September, for the most part (though, as discussed more below, students applying for these employers will also need to plan to apply directly).

Those of you interested in participating in EIW should plan on being available for interviews and employer meetings for the entire time between 9 a.m. and 5 p.m. on each day between Tuesday August 3rd and Friday August 6th. If possible, you should try to keep your evenings unscheduled as well because some employers hold events following the interviews. And finally, you should reserve the week between the end of EIW and the beginning of classes (the week of August 9th) to attend as many callback interviews as you are able to schedule before the official start of the semester.

Stay tuned for future announcements about the programs and events we intend to hold throughout the course of this semester (and into the summer) to help you prepare for EIW.

For those of you who are committed to exploring PIPS opportunities for your second summer, EIW will likely not be such a great recruiting tool for you. Though we invite hundreds of PIPS employers to interview Berkeley Law students each year, for a variety of reasons, they choose not to sign up for EIW. Some will sign up to participate in FIP. However, many choose to forego organized interview programs entirely. Their hiring timeline is generally much later than the large firms (and more in line to what you are experiencing in your 1L summer job search). Stay tuned for future announcements about programs we will be holding this semester aimed at preparing you for that next PIPS job search. However, you should be aware that it is a more highly individualized process, so you will also want to be working with our PIPS counselors (Melanie Rowen and Sara Malan) starting in the July timeframe to identify and apply for the positions you are most interested in (either through FIP, or directly).

There is no action that you need to take right now related to 2L summer hiring, but we know that many of you are actively thinking about your summer planning and logistics. We hope that this information will be helpful in that regard.

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