



Career Development Office (CDO): Orientation

August 21, 2025

1LLaunch

UC Berkeley Law

CDO Mission Statement:

The CDO provides **opportunities**, **guidance** and **resources** for students to learn about and pursue legal career paths and to **empower** students to explore and reach personal career goals.

CDO Goals for Student Achievement:

- Learn about different legal careers and pathways.
- Identify and develop your transferable skills and assess legal career interests.
- Learn how to research employers & jobs.
- Learn to communicate with legal community members.
- Prepare legal job application materials.
- Learn how to interview persuasively for a legal job.

CDO Goals for Student Achievement:

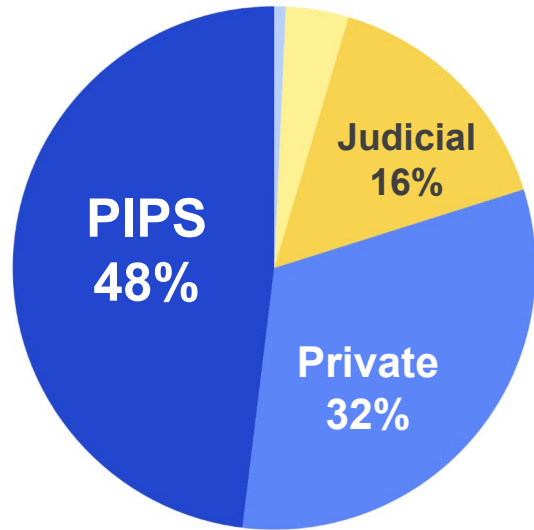
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Legal Career Pathways - Post-Grad Typical Options

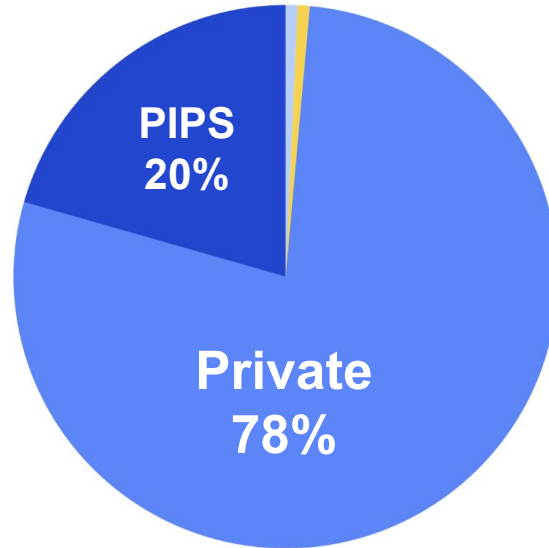
- Public Interest/Public Service (PIPS)
- Private Sector Law Firms
- Judicial Clerkships

Class of 2025 - Employment Sector by Year

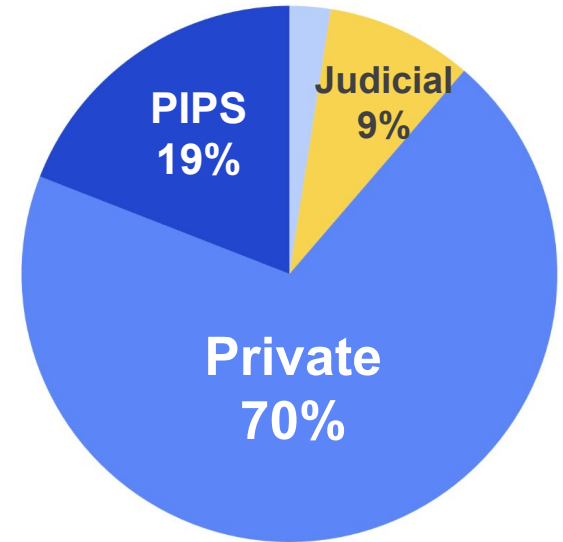
1L Summer



2L Summer



Post-grad



CDO Team

For more information, visit:
www.law.berkeley.edu/careers/about-cdo



Eric Stern (he/him)
Assistant Dean



Liz Klein (she/her)
Deputy Director



Charlaé Washington (she/her)
Employer Relations & Recruitment Programs Manager



Anna Han (she/her)
Director of Judicial Clerkships



Deep Kaur Jodhka (she/her)
Director, PIPS



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PIPS Counselor



Lucy Benz-Rogers (she/her)
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Neta Borshansky (she/her)
PIPS Counselor



Emily Forbes-Allen (she/her)
PIPS Program Coordinator



Leslie Hauser (she/her)
Director, Private Sector



Kate Ortbahn (she/her)
Private Sector Counselor



Jonathan Mireles (he/him)
Private Sector Counselor



Teyah Lewis (she/her)
Private Sector Program Coordinator

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Public Interest - Non-profit organizations

Direct Legal Service

- Support individuals
- Immigration process
- Eviction cases

Impact Litigation

- Litigation for systemic change
- Civil rights violations
- Class actions

Policy Advocacy

- Legislation
- Regulation
- Administrative

Public Sector - Government agencies (Federal, State, and Local)

Affirmative Litigation/ Enforcement

- Civil Rights
- Environmental
- Civil (e.g. civil fraud)
- Consumer Protection
- Criminal prosecution

Advisory/ Regulatory/ Legislative

- Rulemaking
- Office of General Counsel
- Legislation

Defensive

- Representing agencies that are the subject of lawsuits

Why Students Pursue PIPS Jobs

- Commitment to the mission of the organization
- Professional Growth + Responsibility Early in Career
- Community of Mission-Driven Colleagues and Mentors

Real Talk: PIPS Salaries

- 1L and 2L Summer positions
 - Limited positions pay up to \$10,000
 - Edley Grants - summer funding for PIPS jobs + judicial externships
- Post-grad positions
 - Wide variety based on employer:
\$65,000-\$120,000

Pathways to a PIPS post-grad position

- 1L and 2L PIPS Summer positions
 - 1L hiring typically Dec-Feb
 - 2L hiring typically Sept-Feb
- Post-grad positions
 - Typically hired throughout 3L year, sometimes post-grad after bar admissions

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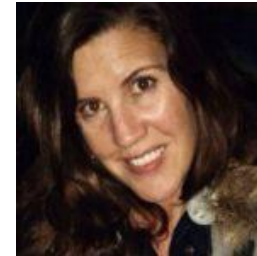
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Private sector

BigLaw/Midsize Firms

- 250-3,000 attorneys
- Clients are big private and public companies
- Litigation + Transactional + Regulatory + Intellectual Property

Plaintiff-side Firms

- 2-100 attorneys
- Clients are individuals or groups of individuals suing big companies
- Litigation ONLY
- Employment discrimination, antitrust/securities, personal injury

Boutique Firms

- 2 - 300 attorneys
- Often focus on specific practice area (Intellectual Property, Employment)
- Some firms focus on industry (healthcare, construction, education)

In-House

- 1 - 1,500 attorneys
- Represent the company
- Manage law firm attorney work
- Often transactional background, but larger companies also have litigation, regulatory, IP

Why students pursue private sector positions

- Structured training and mentorship programs
- Develop an expertise in a practice area or industry
- Salary and school loans (but don't tell private sector employers this is why you want to work there)

Real Talk: Private Sector Salaries

- 1L and 2L Summer positions
 - Paid on a weekly basis what an entry level associate is paid for 8-12 weeks
- Post-grad positions
 - BigLaw: typically \$215,000-\$225,000
 - Lockstep pay - usually transparent online
 - Boutiques/Midsize: \$125,000-\$225,000
 - Plaintiff side firms: \$90,000-\$150,000

Pathways to private sector post-grad position

- 1L Summer positions
 - Students can work in any sector 1L summer
 - 12-18% of 1Ls work in BigLaw as 1Ls
- 2L Summer positions
 - About 60% of 2Ls work in BigLaw; about 15% in boutiques/plaintiff-side
 - Typically 98%+ of summer associates receive post-grad offer
- Post-grad positions
 - BigLaw: intent is to hire 100% of 2Ls - VERY limited 3L hiring
 - Plaintiff: Sometimes from 2L program; throughout 3L year, sometimes post-grad after bar admissions

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Judicial positions

Judicial Externships

- During 1L or 2L summer
- Field Placements for school credit during 2L/3L year

Judicial Clerkships

- Immediately post-grad or after some post-grad work experience
- Students typically start to apply 2L summer
- Often 1-2 year positions

Why students pursue judicial positions

- Develop legal writing skills
- Observe legal advocacy
- Mentorship & growing a legal network

Real Talk: Judicial Position Salaries

- 1L and 2L summer positions
 - Typically unpaid (although some fellowship programs are available)
 - Edley Grants - \$5,500-\$6,500 for qualified UC Berkeley Law students and employers
- Post-grad positions
 - Federal clerkships: set scale based on years of legal experience and geography
 - State clerkships: varies by location & years of exp.

Pathways to judicial post-grad position

- No formula to getting a judicial clerkship
 - Do not have to have had prior judicial externship to apply for post-grad judicial clerkships
 - Summer jobs can be in any sector
- When to begin
 - Federal clerkships: “The Hiring Plan” for most judges launches in June after 2L coursework
 - State clerkships: Typically hire during 2L summer/3L fall
 - Trend in alumni hiring

How to be “practice ready”

- **Reliable**
- **Responsive**
- **Confident**
- **Good judgment**
- **Informed**
- **Relationships**

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Next steps - 1L Launch programming

- Schedule your first meeting starting September 2
- You pick your counselor/date/time
- Meet with CDO by end of October to set your priorities
- Discuss:
 - Why did you come to law school?
 - What sounds interesting as a career path for you?
 - Where do you want to live?
 - What activities or tasks have you done before that you are good at?
 - What are your financial considerations?

1L Launch Curriculum for Fall 2025

- Aug. 25: Your Professional Toolkit (lunch)
- Sept. 2 - Oct. 31: Schedule 1:1 CDO Counselor meeting
- Sept. 4 - Nov. 20: Coffee Chats with employers from all sectors (Thursdays 9-10:30)
- Oct. 1: 1L Summer Job Search (lunch)
- Oct. 6-10: Resume and Cover Letter Workshops (various times)
- Mid-Oct. - Dec.: Resume and Cover Letter Feedback
- Oct. 15: PIPS Career, Internship, & Pro Bono Fair (lunch)
- Oct. 29: Law Firm Networking Night (evening)
- Nov. 6: Persuasive Interviewing Workshop (lunch)



See you on Monday in Booth Auditorium for “Your Professional Toolkit” where we’ll discuss how to:

- Identify and develop your transferable skills and assess legal career interests.
- Learn how to research employers & jobs.
- Learn to communicate with legal community members.

