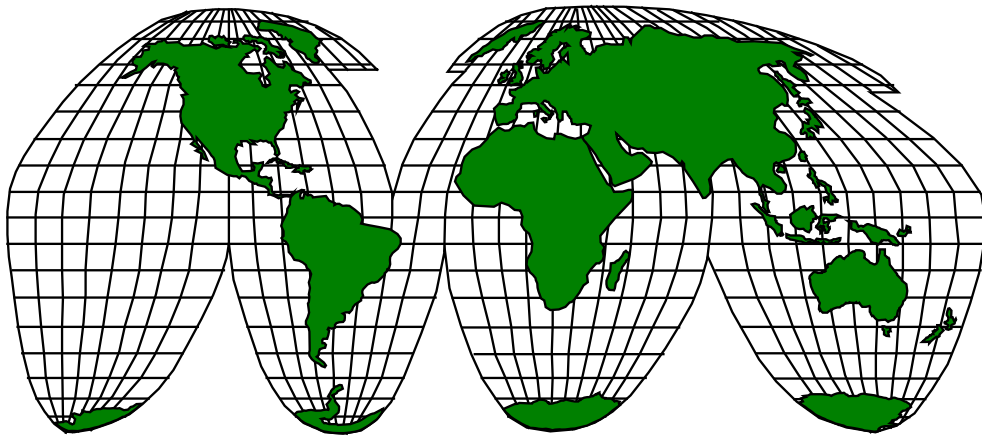


# **PUBLIC SERVICE JOB SEARCH PROCESS**



**Northeastern**  
UNIVERSITY

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**SCHOOL OF LAW**  
**Office of Career Services**  
**2010**

# PUBLIC SERVICE JOB SEARCH PROCESS

## I. DEFINITIONS

Public Interest/Non-Profit Sector: legal services offices, advocacy organizations, non-profit organizations, public defender offices and fellowship positions.

Government Positions: District attorney's offices, local, state and federal government agencies, federal government honors programs and other government employers.

## II. DEFINING YOUR AREA(S) OF INTEREST

### SELF ASSESSMENT

You will need to consider your **personality** and **personal preferences**, your **values**, your **interests** and your **skills**. This requires thinking about the type of work in which you are interested.

**Practice setting** (*i.e.* government agency, advocacy organization, rural or urban setting, small or large office)

**Substantive practice areas** (*i.e.* immigration, employment, civil rights)

**Modes of lawyering** (*i.e.* litigation, advocacy, lobbying, law reform, policy making, community organizing)

### SUGGESTIONS TO HELP YOU DEFINE YOUR AREA(S) OF INTEREST

- Take the *Myers-Briggs Type Indicator* and participate in a self-assessment workshop at the law school, University Counseling and Testing Center or NU Department of Career Services.
- Reflect on your work experiences - both before law school and on your co-ops, clinical work and LSSC projects. What type of work has given you satisfaction and why?
- Speak with practitioners who are working in the types of legal positions in which you think you might be interested - alumni/ae from NUSL, alumni/ae from your undergraduate institution who are now practicing attorneys, co-op employers, contacts from faculty members or any other attorneys who are recommended to you by people you know. Conduct informational interviews with these attorneys either on the telephone or in person. Ask questions about the nature of the work they do, what their typical day is like, and how they obtained their present position (their career path). Ask them with what professional/bar associations they are affiliated, names of relevant journals, publications, listserves, blogs, also ask them for the names of other people with whom you should speak in similar or related fields. (*Refer to the Networking and Informational Interviewing Handbook for guidance with this process.*)

- Attend programs like the Co-op “Legal Practice Series” with government and public interest law employers to hear practitioners speak about the work they do. Attend employer information sessions at our school and at other local law schools to hear specific employers speak about their office and the kind of work their attorneys perform. Employers who have spoken at Northeastern in recent years include Suffolk County District Attorney’s Office, Business and Professional People for the Public Interest, U.S. Department of Justice and Health Law Advocates.
- Attend Career Fairs such as Equal Justice Works in DC area to speak with various employers about their organizations and the work they do.
- Attend conferences where students and practitioners meet to share ideas and exchange information on public interest issues. (Information on relevant public interest conferences appears later in the *Developing and Implementing a Job Search Strategy* portion of this Handbook.)
- Read “day in the life” books such as Harvard’s, “Alumni/ae In Action” publications and “Beyond the Big Firm” which provide students with personal perspectives on various public service careers. In these books, graduates share with the reader a typical day in the life of their practice, the exhilarations and frustrations of their careers, how they arrived at their present jobs, and the balances they have sought between work and other parts of their lives. Students interested in public defender work may want to read *The Public Defender Experience* which is written by a public defender describing the reality of the practice and the issues that public defenders face. Students interested in criminal prosecution may want to read *Rough Justice: Days and Nights of a Young D.A.* written by David Heilbroner (NUSL ‘84). These types of books are quick ways to get personal perspectives from public interest practitioners, a time-saving alternative to conducting individual informational interviews.
- Read the legal periodicals, newsletters and journals on the profession- “Mass. Lawyers Weekly”, other state bar newspapers, “NLADA Cornerstone”, “Legal Services Reporter”, National Lawyers Guild publications, “Clearinghouse Review”, “The Public Interest Advocate”, "What's New In Law Firm Pro Bono". You’ll read about important cases, leading practitioners in the field, relevant events and programs, and issues of concern to the public interest community.

### III. GETTING PUBLIC SERVICE EXPERIENCE

#### PRE-LAW SCHOOL

Some of you entered law school with significant public interest experience. Do not overlook your pre-law school activities. Such experience is relevant to potential employers and you will need to market these experiences both in your resume/cover letter and in interviews.

What constitutes relevant experience? Public-interest oriented work which was non-legal or law-related, community or volunteer work, serving on a board of a non-profit organization, assisting with a political campaign, legislative work, lobbying, fundraising, advocacy work, union organizing, grantwriting, etc.

## GETTING EXPERIENCE THROUGH COURSES, CLINICALS, CO-OPS OR SCHOOL ACTIVITIES

- Complete at least one, preferably more than one co-op with a public interest employer (and network with the public interest community while you're on co-op).
- Enroll in at least one of the clinical programs.
- Take public interest-oriented courses at law school and get to know at least one of the professors well.
- Be a research assistant for a faculty member working on a public interest topic; assist with designing a unit for LSSC or another public interest-oriented course; serve as an LSSC Lawyering Fellow.
- Write an article on a public interest topic and try to get it published in a public interest newsletter, magazine, journal, legal newspaper, etc. Serve on the Editorial Board of the Northeastern Law Journal.
- Consider joining one of the law school's public interest organizations such as CISP, American Constitution Society, National Lawyers Guild, Shelter Legal Services, Society for Restorative Justice, Legal Environmental Advocacy Forum, or the Youth Advocacy Caucus. Assume a leadership position in one or more of these organizations.
- Participate in committees at school which organize public interest events and programs, bring prominent speakers to the school, join committees or projects which do substantive public interest work (Boston Medical Center/DVI Project; Shelter Legal Services; NLG Street Law Clinic Project; Youth Mentor Program), serve as a student representative on law school public interest-oriented committees (Loan Deferral/Forgiveness; Public Interest Committee; Public Interest Fellows and Adjuncts Committee).

## GETTING EXPERIENCE OUTSIDE OF LAW SCHOOL IN THE PRACTICING PUBLIC INTEREST COMMUNITY

- Volunteer or work part-time during a quarter which you are in school. If you perform at least 30 hours of pro bono work for a qualifying agency, you can fulfill the public interest graduation requirement. If you volunteer for an organization, choose your placement wisely. Consider the following: Is the organization likely to have post-graduate openings? Will you make good contacts there? Does the organization have sufficient resources to supervise you? Will the skills you learn be transferable to other organizational settings?
- Offer to speak on a panel or moderate a program on a public interest topic in which you have expertise.
- Volunteer to work on projects in the community in which you are interested (Street Law Clinic, Shelter Legal Services, Special Education Surrogate Parent Program, Walk to the Hill for civil legal services, Jobs for Justice Campaign).

- Serve on a community/non-profit organization's board of directors.
- Learn a foreign language; Spanish, Portuguese, Arabic, Creole, Southeast Asian languages are particularly useful. Consider enrolling in a language immersion program in August after the Bar Exam. The Xela program in Guatemala is a program in which many NUSL have participated. Information available@ <http://www.xelapages.com/schools.htm>.

#### **IV. IDENTIFYING THE EMPLOYERS**

##### RESOURCE ROOM

Become familiar with the public interest and government sections of the Career Services Resource Room to know which directories, books, newsletters, job listings publications, articles, audio/video recordings (on reserve) we have in our collection. Check the public interest, government and fellowship bulletin boards for articles and information on fellowships, honors programs and job listings. Look in the public interest, fellowship and government file cabinets for literature on specific employers, fellowship programs and applications.

##### ON-LINE RESOURCES

Search on-line resources for information on specific employers.

WESTLAW & LEXIS Career databases

PSLawNet: An on-line resource connecting public interest law job-seekers with opportunities in the public interest and government arena domestically and abroad. PSLawNet posts information on pro bono, internship, post-graduate and fellowship opportunities. NUSL students need an individual username and password to use the database. To register, go to [www.pslawnet.org](http://www.pslawnet.org) and click on "New User".

INTERNET: Most public interest organizations and government agencies have websites on the Internet. There are also many Internet sites which post public interest internships, fellowships and post-graduate positions. From the Career Services department page of MyLaw, you can access numerous government and public interest job-related websites. There is also a separate section for international and legal specialties which includes listings and information on areas such as environmental, labor/employment and immigration law.

##### CAREER FAIRS AND EMPLOYER INFORMATION SESSIONS

Equal Justice Works Career Fair, Washington, DC area. This is the largest public interest career fair in the nation with over 150 employers participating. Employers conduct interviews and host informational tables and there are panel discussions as well. (NOTE: First year students can not interview with employers, but can participate in "table talk" and attend panels.) Students register for the fair on their own and employers contact students directly to schedule interviews.

Attend employer and fellowship information sessions hosted at our school, at area law schools and in the larger legal community. Information about these programs will be posted on MyLaw in the *Career Services News of the Week*.

Obtain government/public interest employer career fair lists from other law schools outside of the Massachusetts area. Although NUSL students can't interview with employers at these fairs, they can be used as hiring lists and students can write directly to employers.

## V. DEVELOPING EFFECTIVE MARKETING MATERIALS

### SERVICES TO ASSIST YOU

- Assistance with preparation of your resume and cover, thank you and networking letters. Review the office's "A Guide To Writing Your Post-Graduate Resume", "Sample Public Interest/Public Service Resumes", "Guidelines For Preparing Cover Letters and Sample Cover Letters", "Networking and Informational Interviewing" and "Thank you Etiquette" before you begin drafting your documents. There are also books in the Resource Room, "Serving the Public: A Job Search Guide" and "Jobs and Careers with Nonprofit Organizations", among others, which have information on preparing resumes and letters that are specifically geared to the public interest job search process. You should also have your written materials reviewed individually by the Co-op and/or Career Services staff.
- Assistance with completing fellowship applications. Make sure to meet with Valerie if you plan to apply for fellowships. Attend Fellowship Information Sessions in the spring and summer and/or listen to past fellowship programs by downloading the audio files from MyLaw @ <https://mylaw.slaw.neu.edu/node/712>. Refer to the "Fellowships" handout in this Handbook for resources on fellowship opportunities and view the office's Fellowship Handbook on MyLaw @ <http://www.northeastern.edu/law/pdfs/career-services/fellowshiphandbook.pdf>. The Career Services office has on file many fellowship applications of former NUSL students who were successful in securing post-graduate fellowships. Also, don't overlook faculty members, former and current NUSL fellows (see the *NUSL Fellowship Mentors* list on MyLaw and in the Resource Room), or your sponsoring organization as additional resources for helping you prepare your proposals.
- Assistance with preparing proposals seeking funding from foundations, grantmaking institutions or government agencies. Refer to "Foundation Grants To Individuals", "The Foundation Center's Guide to Proposal Writing" and "The Foundation 1000", all published by the Foundation Center. One of the best resources to help you get started are the webinars that are offered through the Foundation Center. Go to <http://foundationcenter.org/getstarted/training/webinars> and register for a free webinar. You can also access many of the Foundation Center's resources through their Cooperating Collections which are located throughout the country. (In Boston at the Boston Public Library). The law library and Snell library also have information on grants and scholarships.
- Assistance with completing or building a Federal Resume on USAJOBS if you are applying for federal government positions. See the section on Federal Resumes in our "Working For The Federal Government" publication available on MyLaw @ [https://mylaw.slaw.neu.edu/sites/default/files/group-7/Federal%20Government\\_0.pdf](https://mylaw.slaw.neu.edu/sites/default/files/group-7/Federal%20Government_0.pdf) and in the Resource Room. Also available in the Resource Room are sample Federal Resumes of NUSL students/graduates for use as a model.

- Guidance on selecting writing samples and on identifying faculty and co-op employers as references. Many employers considering applicants for post-graduate positions require writing samples; fellowship programs often require letters of recommendation. Occasionally, a reference will ask you to write the first draft of your recommendation letter. See the office's "Sample Letters of Recommendation for Clerkships and Fellowships" @ <http://www.slaw.neu.edu/career/recltrs.html> for guidance on format and substance.

## VI. DEVELOPING AND IMPLEMENTING A JOB SEARCH STRATEGY

### NETWORKING

- Read our in-house handout, "Networking and Informational Interviewing" and attend our networking workshops. Listen to former networking programs through the Career Services audio files @ <http://www.northeastern.edu/law/careers/audiocasts.html>. Read *networking* books in the "Career Planning" section of the Resource Room. Kimm Walton's, "Guerilla Tactics For Getting the Legal Job of Your Dreams" and Susan Sneider's, "A Lawyer's Guide to Networking" are two networking books geared specifically for lawyers. Additional resources on networking are available in the Career Services Resource Room and the University Career Services library in Stearns.
- Write/speak with NUSL alumni/ae and other public interest practitioners whom you know or who have been recommended to you. Students can access work information for NUSL alumni/ae directly from the MyLaw on the "Alumni/ae and Development Department" page. Conduct an informational interview with NUSL graduates or other lawyers either over the phone or in person.
- Create a professional profile and join the "Northeastern University School of Law" group on LinkedIn to connect with NUSL alumni/ae. Tips on creating a profile on LinkedIn can be found under the Networking /Social Networking section of "Publications and Handouts" on the Career Services Department page of MyLaw.
- Network with the local public interest community while on co-op.
- Join the law student division of the ABA (public service division); the ABA Center for Pro Bono; state and/or local bar associations (join the sections which are relevant to your areas of interest i.e., Access to Justice, Government, Pro Bono); National Lawyers Guild chapters, National Employment Lawyers Association chapters, state associations of criminal defense lawyers, American Immigration Law Association chapters, American Society of International Law.
- Attend programs/panels/workshops (Bar-sponsored, Consortium, Continuing Legal Education) that address public interest topics. Speak with the panelists afterwards-ask for their business card. You may want to write to them and request an informational meeting.

### ATTENDING CONFERENCES AT WHICH YOU CAN NETWORK WITH PUBLIC INTEREST PRACTITIONERS

See the list of Government/Public Interest Conferences.

## APPLYING TO EMPLOYERS PARTICIPATING IN ORGANIZED RECRUITMENT PROGRAMS/CAREER FAIRS

See the list of Government/Public Interest Recruitment Programs and Career Fairs.

- Also, be aware of various government and public interest employers participating in the on-campus, off-campus, Consortium and regional interview programs that are not specifically public interest oriented. Refer to individual recruitment program lists of participating employers which can be found on Symplicity and on the Career Services department page of MyLaw.
- Obtain other schools/states' lists of employers participating in local government/public interest job fairs and use these as "hiring" lists. You are not eligible to interview at these job fairs, but you can apply directly to participating employers. PSLawNet has a list of public interest/government career fairs throughout the country @ <http://www.pslawnet.org/careerfairs>.

## APPLYING INDEPENDENTLY TO EMPLOYERS

- Use the public interest and government directories in the Resource Room for identifying public interest/government employers. Many of these directories can also be accessed on-line through the Career Service's Department page of MyLaw.
- The "E-Co-op Handbook" on MyLaw is an excellent resource for identifying public interest and government employers which are familiar with NUSL. Make sure that you comply with the co-op non-communication rule and confine your discussions with such employers to post-graduate employment opportunities.
- Use the alumni/ae Excel spreadsheet of Northeastern School of Law graduates, and/or the annual Career Services' Employment Surveys and Directories to generate a list of public interest/government organizations at which our graduates are working. Do the same for your undergraduate institution if it has a directory of graduates which includes employment information.
- Do an "organizations" search on PsLawNet to identify potential employers.

## RESPONDING TO ADVERTISED OPENINGS

- Positions listed on our Symplicity database. Click on "Job Postings"; "Position Type": "Post-grad-legal: Public Interest or Post-grad-legal: Government"
- Other law schools job listings newsletters "Intercollegiate Job Bank": [https://www.law2.byu.edu/career\\_services/jobbank/](https://www.law2.byu.edu/career_services/jobbank/) (password required)
- Job listings newsletters and electronic job listings (refer to the "Public Service Job Listings" section of this Handbook)
- Positions listed in association newsletters
- Positions advertised in legal newspapers or magazines

- Law-related positions advertised in city, local or minority newspapers
- Positions posted on various public interest/government websites (accessible from the Career Services Department page of MyLaw)
- Positions posted on PSLawNet

## VII. PREPARING FOR INTERVIEWS

- Research the employer. (Refer to section on *Identifying The Employers*)
- Meet with the Co-op or Career Services staff to discuss your interview strategy. Sign-up for a mock-interview if you would like interview feedback or coaching.
- Attend the office's Interview workshops held twice a year for both rotations.
- Read the office's, "The Interview Process" Handbook and other interviewing materials in the Resource Room. Listen to audio files of Interview Workshops conducted by our office @ <https://mylaw.slaw.neu.edu/node/712>.
- View the office's mock DA and PD interview video which was produced in-house. These types of interviews involve a multi-step process and often include hypothetical, substantive and ethical questions. If you want to practice interviewing for either a DA or PD position, see Valerie in Career Services for names of NUSL graduates who will conduct these type of mock interviews with students.
- Practice interviewing with a family member or friend who knows you well and will give you honest feedback.

## VIII. PLACEMENT STATISTICS

### NUSL\* & NATIONAL PLACEMENT STATISTICS

#### CLASSES 2005 - 2009:

- 15 % of NUSL graduates accepted post-graduate *public interest* positions.
- 5% of law graduates nationwide accepted post-graduate *public interest* positions.
- 11% of NUSL graduates accepted post-graduate *government* positions (federal, state, local).
- 12% of law graduates nationwide accepted post-graduate *government* positions (federal, state, local).

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 \* Refer to the Placement Statistics Chart in this Handbook for a breakdown of NUSL Government and Public Interest Placement Statistics for the classes 2005-2009.

## IX. JOB SEARCH TIME-LINE

The Career Services Office has a quarterly time-line, organized by class, which highlights the career-related deadlines each quarter. This time-line is posted on our website and hung on the wall outside of the Career Services Suite. The information below refers **specifically** to the government and public interest job search.

### SUMMER POSITIONS

#### *First year students –*

- December of your first year of school submit resumes for the January Government/Public Interest Program at Suffolk Law School.
- November, January and March of your first year of school, the Co-op Office will request resumes for co-op employers seeking students for the summer.
- October-March; application deadlines for summer public interest fellowships, with most deadlines occurring in December and January.

#### *Second year students -*

- September of your second year of school submit resumes for the October Government/Public Interest Program at Boston College Law School
- December of your second year of school submit resumes for the January Government/Public Interest Program at Suffolk Law School.
- During the fall, apply directly and through organized recruitment programs for summer positions with some federal/state government agencies and public interest organizations which recruit in the fall.
- Fall-spring, apply for summer law intern programs with federal government agencies. The most comprehensive resource with information on federal government internship programs is the Government Honors and Internship Handbook available through the Career Services Department page on MyLaw @ <http://www.law.arizona.edu/career/honorshandbook.cfm>.
- November, January and March of your second year of school, the Co-op Office will request resumes for co-op employers seeking students for the summer.
- October-March; application deadlines for summer public interest fellowships, with most deadlines occurring in December and January.

## POST-GRADUATE POSITIONS

- Summer of your third year of school begin to seek a sponsoring organization and a project on which you want to work if you are interested in applying for a post-graduate fellowship which requires development of a project/proposal. Application deadlines for post-graduate fellowships range from the fall of your third year - spring, with most deadlines occurring in the fall. Search [www.pslawnet.org](http://www.pslawnet.org) for fellowship listings and fellowship sponsors. Also check out Career Services fellowship listings on <https://law-neu-csm.symplicity.com/students/> select “job postings; position type, Post-grad: fellowship/fellowship sponsor.
- September of your third year of school submit resumes for the October Government/Public Interest Program at Boston College Law.
- December of your third year of school submit resumes for the January Government/Public Interest Program at Suffolk Law School.
- During the fall, apply directly and through organized recruitment programs for post-graduate positions with some federal/state government agencies and public interest organizations which recruit in the fall.
- Beginning in the fall, apply for positions with some District Attorney’s offices which regularly hire an entering class. See the Career Services information on hiring practices for MA and selected NY DA’s Offices on MyLaw @ <https://mylaw.slaw.neu.edu/node/723>.
- Beginning in the fall, apply for positions with some Public Defender offices which regularly hire entry level public defenders to begin the following fall. [www.nlada.org](http://www.nlada.org) has links to public defender offices nationwide.
- Fall-spring, apply for federal government honors programs. The most comprehensive resource with information on federal government honors programs is the Government Honors and Internship Handbook available through the Career Services Department page on MyLaw @ <http://www.law.arizona.edu/career/honorshandbook.cfm>.
- Winter (three months prior to graduation), you must be certified under Mass. SJC Rule 3:03 if you accept a post-graduate offer prior to graduation from CPCS or a Mass. DA’s office (such as Suffolk or Middlesex). See the Career Services Department page on MyLaw @ <http://www.northeastern.edu/law/pdfs/career-services/guide-sjc303.pdf> for a complete description of this rule.
- Winter - spring of your third year of school and after graduation send out resumes to government employers and public interest organizations, including legal services and advocacy organizations, for post-graduate positions. Many employers can not make hiring decisions until the end of the fiscal year (June 30th for Massachusetts, September 30th for the federal government, and frequently July for many public interest organizations).

**The vast majority of students accepting post-graduate public service positions (with the exception of fellowship recipients, students who receive offers from their co-op employers, and a few students who receive offers from public defender or district attorneys offices) do not secure positions until after graduation.**

## **X. SALARY INFORMATION**

STARTING SALARIES FOR NUSL GRADUATES CLASSES 2008 & 2009: Refer to “NUSL Salary Information” insert in this Handbook.

STARTING SALARIES FOR GRADUATES NATIONALLY CLASS OF 2008: Refer to National Association For Law Placement (NALP) Starting Salary inserts in this Handbook.

PUBLIC INTEREST/PUBLIC SECTOR ATTORNEY SALARY REPORT 2008: Refer to National Association for Law Placement (NALP) “Salaries by Type of Organization and Years of Experience” insert in this Handbook.

## **XI. A FINAL NOTE**

### BEFORE YOU ACCEPT A POST-GRADUATE OFFER

- Attend a Financial Aid/Debt Management Workshop offered by the Financial Aid office.
- If necessary, meet with the Financial Aid staff to review your debt load and loan repayment schedule and make sure you can afford to accept position.
- Calculate your loan repayment by using the loan calculator @ <http://www.finaid.org/calculators/loanpayments.phtml>.
- Attend a LD/F Program information session as early as possible. Information sessions are held in the winter and spring each year. Obtain a copy of the LD/F guidelines to see if you are eligible for assistance. LD/F guidelines can be downloaded @ <http://www.northeastern.edu/law/pdfs/financial-aid/2010-ldfguide.pdf>
- Research the new College Cost Reduction and Access Act of 2007 to determine eligibility @ <http://www.equaljusticeworks.org/resources/student-debt-relief/default>. Use the Income-Based Repayment Calculator @ [http://www.finaid.org/calculators/ibr\\_policy.phtml](http://www.finaid.org/calculators/ibr_policy.phtml) to compare the cost of repaying Federal student loans using the Income Based Repayment (IBR) option and the standard repayment option. The Department of Education has published a comprehensive list of Questions and Answers regarding the Income-Based Repayment plan available at [http://studentaid.ed.gov/students/attachments/siteresources/IBRQ&A\\_template\\_123109\\_FINAL.pdf](http://studentaid.ed.gov/students/attachments/siteresources/IBRQ&A_template_123109_FINAL.pdf)
- Check with the employer, state bar or state government to see if there is loan repayment offered through any of these sources. For information on state lrap, go to: <http://www.abanet.org/legalservices/sclaid/lrap/statelraps.html>
- For information on legal services employer lrap, go to: <http://www.lri.lsc.gov/management/lrap.asp>.
- For information on federal government lrap, go to: <http://www.equaljusticeworks.org/resources/student-debt-relief/employer-based-lraps/loan-repayment-assistance-employees-of-federal-agencies?destination=518>

## PUBLIC SERVICE JOB LISTINGS

The Career Services Resource Room and the Career Services website have several hard copy or electronic newsletters/job listings which list government and public interest/non-profit positions nationwide and abroad. The hard copy newsletters are filed in notebooks or cardboard boxes in the Resource Room. The electronic listings can be found under “legal job listings” “public interest” or “government” and “international” on the “Internet Sites for Job Hunters” section of our website. If you are searching for a public interest or government position, the following resources may be helpful:

### NEWSLETTERS (available in the Resource Room)

Mass Dissent (monthly), published by the National Lawyers Guild.

National Legal Aid & Defender Cornerstone (bimonthly), published by the National Legal Aid & Defender Association.

Public Interest Job Clearinghouse, (monthly), published by the Washington Council of Lawyers.

### ELECTRONIC JOB LISTINGS (available through the Career Services Department Page of MyLaw @ <http://www.northeastern.edu/law/careers/career-links/index.html>)

Association for Women’s Rights in Development (<http://www.awid.org/eng/Jobs>)

Capital Defense Internships and Jobs (<http://www.law.berkeley.edu/capitaldefense.htm>)

Capitol Hill Homepage (<http://www.hillzoo.com>)

CARE Careers (<http://www.care.org/careers/index.asp?>)

Commonwealth of Massachusetts Employment Opportunities

<http://www.mass.gov/?pageID=hrdhomepage&L=1&sid=Ehrd&L0=Home>

Ethical Jobs (<http://www.ethicaljobs.net> )

Idealist.org (<http://www.idealist.org>)

Human Rights Internet (<http://www.hri.ca/about.aspx>)

Human Rights Jobs (<http://humanrightsjobs.com>)

International Career Employment Weekly (<http://www.internationaljobs.org/current.html>)

LCC Hiring Halls (<http://www.unionvoice.org/lcc/home.html>)

National Legal Aid and Defender Association Job Opportunities (<http://www.nlada.org/Jobs>)

NewEnglandJobs.org ( <http://www.nonprofitjobcoop.org/searchJobs&id=5> )

Non Profit Career Network (<http://www.nonprofitcareer.com> )

Non Profit Oyster (<http://www.nonprofitoyster.com> )

Opportunities in Public Affairs (<http://www.brubach.com>)

OverseasJobs.Com (<http://www.overseasjobs.com/>)

Political Jobs (<http://www.politicaljobs.net> )

PsLawNet ([www.pslawnet.org](http://www.pslawnet.org) )

Policy Jobs (<http://www.policyjobs.net>)

Public Policy Handbook (<https://www.law.arizona.edu/Career/PublicPolicy10-11/loginform.cfm>)

ReliefWeb (<http://www.reliefweb.int/rw/res.nsf/doc212?OpenForm>)

Reuters AlertNet Jobs (<http://www.alertnet.org/thepeople/jobs/index.htm>)

Roll Call Jobs (<http://www.rcjobs.com>)

Society of American Law Teachers (<http://www.saltlaw.org/jobs> )

The Hill (<http://www.hillnews.com> )

Union Jobs Clearinghouse (<http://www.unionjobs.com>)

USA Jobs (<http://usajobs.opm.gov>)

## FELLOWSHIPS

For students wishing to pursue a career in public interest law, fellowships can be an excellent way to secure a short-term post graduate position with an organization which would otherwise be unlikely to hire an entry level attorney.

There are a number of different types of post-graduate fellowships available to graduating law students. Some fellowship sources require applicants to develop their own project within an organization, whereas others structure the fellowships around an organization's ongoing efforts. The focus and goals of each Fellowship program differ, but they typically involve the following activities: projects which provide direct legal services to the poor, focus on criminal justice issues, emphasize impact litigation, focus on developing public policy, or are oriented towards academic research and teaching.

Fellowship application requirements, procedures and deadlines vary depending upon the funding source or organization to which one is applying. Generally, the deadlines for fellowship applications begin in September of your third year of law school and extend through the winter and even spring. The Career Services office conducts a Fellowship Information Session which provides a general overview of the fellowship application process. In addition, fellowship program representatives will visit (or have visited) NUSL to conduct information sessions about their respective programs. The Career Services Resource Room has several resources which contain information on fellowships as well as a file cabinet and bulletin board devoted exclusively to information on fellowship opportunities. Pick up a copy of the "Post-graduate Public Interest Fellowship Handbook" available in the Resource Room and on the Career Service's Department page of MyLaw @ <http://www.northeastern.edu/law/pdfs/career-services/fellowshiphandbook.pdf>.

### Fellowship Resources/Job Listings:

*PSLawNet.org*: This website contains organization and project-based fellowship listings and organizations seeking to sponsor fellows.

*Nonprofit and Public Interest Postgraduate Legal Fellowship Programs*, published by the American University Washington College of Law: Provides an overview on the most popular fellowship programs and offers tips on identifying and applying for fellowships. (available through PSLawNet)

*Public Interest Fellowships*, published by Yale Law School: Provides information on the various types of fellowships and offers practical guidance on the application process.(available through PSLawNet)

*International Postgraduate Fellowships*, published by Columbia Law School's Center for Public Interest Law: A listing of international fellowship opportunities. (available through PSLawNet)

*Symplicity*(<https://law-neu-csm.symplicity.com/students>): NUSL's job listings (which include fellowship and fellowship sponsors).

*NUSL Fellowship Mentors*: A list of current/former NUSL fellows willing to provide advice and assistance to NUSL fellowship applicants. (available on the Career Services Department page of MyLaw)

## GOVERNMENT/PUBLIC INTEREST

### RECRUITMENT PROGRAMS/CAREER FAIRS

**Massachusetts Law School Consortium Fall Government & Public Interest Interview Program**  
October 18 & 19, 2010 - Boston College Law School

**Massachusetts Law School Consortium Winter Government & Public Interest Interview Program**  
January 27 & 28, 2011 - Suffolk Law School

**Equal Justice Works Career Fair**, [www.equaljusticeworks.org/careerfair/](http://www.equaljusticeworks.org/careerfair/)  
October 22 & 23, 2010 –Washington, DC

**\*Northern California Public Interest/Public Sector Legal Careers Day**,  
<http://www.pic.org/templates/System/details.asp?id=46879&PID=699693>  
February 6, 2010 (NUSL students can participate in table talk)  
University of California Hastings College of Law, San Francisco, CA

**National Black Prosecutors Association Job Fair**, [www.blackprosecutors.org](http://www.blackprosecutors.org)  
July 20, 2010 – San Francisco, CA

**Public Service Career and Internship Fair**, [www.ourpublicservice.org](http://www.ourpublicservice.org)  
July 14, 2010 – Washington, DC

### CONFERENCES

**\*Robert Cover Retreat**, <http://www.saltlaw.org/contents/view/robertcover>  
February 26- February 28, 2010 – Peterborough, NH

**National Lawyers Guild Convention**, <http://nlg.org/convention/>  
October 22-26, 2010 – New Orleans, LA

**National Legal Aid and Defender Association's Conference**, [www.nlada.org](http://www.nlada.org)  
November 10-13, 2010 –Atlanta, GA

**Equal Justice Works Conference**, [www.equaljusticeworks.org](http://www.equaljusticeworks.org)  
October 22 & 23, 2010 – Washington, DC

**National District Attorney Association Annual Conference**, [www.ndaa.org](http://www.ndaa.org)  
July 11- July 14, 2010 – Napa Valley, CA

**\*Edward V. Sparer Conference**,  
<http://www.law.upenn.edu/pic//students/programs.html#sparersymposium>  
March 19, 2010 - University of Pennsylvania Law School, Philadelphia, PA

**\*Rebellious Lawyering**, <http://islandia.law.yale.edu/reblaw/>  
February 19-21, 2010 - Yale Law School, New Haven, CT

**\*Trina Grillo Retreat**, <http://www.saltlaw.org/trina-grillo-retreat>  
March 6-7, 2010-University of Oregon School of Law, Eugene, OR

**Institute For Justice Law Student Conference on Public Interest Litigation**, [www.ij.org/students](http://www.ij.org/students)  
July 23-July 25, 2010 Washington, DC

\* Next year's dates not yet available

**NUSL GOVERNMENT and PUBLIC INTEREST  
PLACEMENT STATISTICS 2005-2009**

	2005	2006	2007	2008	2009
<b>Government</b>					
State/Local/DAs	6%	6%	5%	3%	12%
Federal/Military	<u>4%</u>	<u>4%</u>	<u>4%</u>	<u>5%</u>	<u>4%</u>
<b>Total</b>	<b>10%</b>	<b>10%</b>	<b>9%</b>	<b>8%</b>	<b>16%</b>
<b>Public Interest</b>					
Legal Services	6%	2%	7%	4%	2%
Public Defenders	4%	9%	7%	6%	3%
Advocacy/Union	<u>6%</u>	<u>4%</u>	<u>4%</u>	<u>5%</u>	<u>5%</u>
<b>Total</b>	<b>16%</b>	<b>15%</b>	<b>18%</b>	<b>15%</b>	<b>10%</b>

## Job Sources by Employer Type

(percent of jobs obtained from each source for each employer/job type)

Employer/Job Type	Fall OCI	Pre-Law School Employer	Job Fair/ Consortia	Self-Initiated	Job Listing	Referral	Started Own Practice/Business	All Other <sup>a</sup>
<b>All Job/Employer Types .....</b>	<b>24.4%</b>	<b>6.7%</b>	<b>2.7%</b>	<b>22.0%</b>	<b>13.2%</b>	<b>15.5%</b>	<b>3.2%</b>	<b>12.3%</b>
Government (3,444).....	14.3	9.8	3.5	25.7	16.0	14.1	0.0	16.6
Military (377).....	27.3	23.6	1.9	21.7	4.0	6.6	0.0	14.9
Prosecution (1,247).....	19.2	3.2	3.6	28.6	13.6	14.8	0.0	16.9
State (405).....	17.3	1.2	4.4	35.3	12.4	15.1	0.0	14.3
Local (790).....	21.1	4.2	3.3	25.4	14.3	14.6	0.0	17.1
Public Interest (1,516).....	4.0	3.2	5.2	35.8	20.0	16.8	0.0	15.0
Public Defenders (464).....	8.6	1.7	8.4	34.3	18.5	13.6	0.0	14.9

### Initial Employer Types for Jobs Taken in the 20 Cities Providing the Most Jobs to the Class of 2008

City	# of Jobs Taken	% Government	% Public Interest
Atlanta .....	609	6.4%	3.3%
Austin .....	277	24.5	4.7
Boston .....	853	6.7	3.2
Chicago .....	1,582	8.0	3.4
Cleveland .....	292	7.9	4.1
Dallas .....	473	4.2	0.6
Denver.....	339	8.3	13.3
Houston.....	708	6.4	2.5
Indianapolis.....	258	19.4	5.8
Los Angeles .....	1,084	5.6	8.5
Miami .....	414	15.5	4.6
Minneapolis/St. Paul...	427	5.9	3.3
New Orleans .....	249	10.0	10.8
New York City .....	3,631	5.9	4.4
Philadelphia .....	507	10.5	6.5
Phoenix .....	299	18.4	3.7
San Diego .....	532	11.7	6.4
San Francisco .....	645	4.0	6.8
Seattle.....	364	9.6	5.5
Washington, DC.....	2,189	27.1	6.3

Note: Percentages do not add to 100 because figures for academic and unknown employer types are not shown. Public service includes jobs in government, public interest organizations, and as judicial clerks. Percentages for federal and state judicial clerks show how clerkship jobs are distributed between and federal and state courts in that location.

# When do most graduates receive offers?

## Timing of Job Offer by Employer Type

Employer/Job Type	Before graduation	After graduation but before bar results	After graduation and after bar results	Number of jobs represented
<b>All Employers</b> .....	<b>67.8%</b>	<b>15.6%</b>	<b>16.5%</b>	<b>34,139</b>
Government .....	59.1	18.9	23.0	4,121
Military .....	85.9	6.0	8.1	431
Prosecutors .....	57.1	17.3	25.4	1,471
State .....	56.0	17.1	26.9	484
Local .....	57.3	17.4	25.3	928
Public Interest .....	49.6	25.8	24.5	1,866
Public Defenders .....	58.1	16.9	25.0	549

## Employer Types by State

	# of Jobs Taken	% Government	% Public Interest
NY .....	4,763	9.3%	5.3%
CA .....	4,543	8.5	6.5
TX .....	2,229	11.4	2.6
DC .....	2,189	27.1	6.3
FL .....	2,023	14.3	8.3
IL .....	2,011	9.4	3.8
MA .....	1,215	7.7	5.2
PA .....	1,194	9.6	5.6
OH .....	1,068	13.0	5.1
GA .....	949	8.6	5.0
NJ .....	895	3.7	1.2
VA .....	878	22.3	4.9
MI .....	778	9.3	4.4
MN .....	691	6.2	3.3
WA .....	652	13.0	6.1
MD .....	612	16.5	5.7
CO .....	563	12.4	13.0
LA .....	555	10.5	6.1
NC .....	523	10.3	4.6
AZ .....	492	19.5	5.1
IN .....	460	15.4	4.8
MO .....	437	12.1	2.5
TN .....	408	8.3	4.2
WI .....	407	8.1	6.6
OR .....	384	11.7	7.3
CT .....	363	11.8	3.9
OK .....	329	17.0	3.6
SC .....	298	13.8	4.0
AL .....	297	10.8	3.0
NV .....	287	7.3	3.1
UT .....	273	9.9	4.4
KY .....	240	8.8	8.8
MS .....	193	11.4	4.1
IA .....	190	13.2	4.7
KS .....	186	29.0	7.5
AR .....	185	9.2	3.8
DE .....	171	11.7	1.2
NE .....	162	17.9	2.5
NM .....	147	15.6	15.6
WV .....	144	5.6	7.6
HI .....	112	14.3	4.5
RI .....	110	11.8	2.7
ID .....	104	10.6	9.6
AK .....	84	14.3	7.1
ME .....	81	2.5	7.4
NH .....	80	6.3	26.3
MT .....	79	7.6	13.9
SD .....	58	20.7	8.6
ND .....	54	9.3	1.9
WY .....	50	16.0	4.0
VT .....	42	9.5	19.0

## SALARY INFORMATION

### 2008 NUSL GRADUATES

#### GOVERNMENT POSITIONS:

Federal Government: Range \$42,000 - \$90,000; Average \$64,908

District Attorney's Office: 1@ \$40,000

#### PUBLIC INTEREST POSITIONS:

Public Defender's Office: Range \$37,500-\$52,571; Average \$44,821

Legal Services: Range \$36,000 - \$50,000; Average \$41,062

Public Interest Law Firms: 1@\$42,000;1@\$52,000

#### Fellowships:

GBLS Diversity Fellowship	1@ \$50,000
Parmet Health Law Fellowship	1@ \$40,000
SEIU Fellowship	1@ \$54,600
AmeriCorps	1@ \$36,000

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### 2009 NUSL GRADUATES

#### GOVERNMENT POSITIONS:

Federal Government: Range \$50,000-\$60,459; Average \$53,019

State Agencies: Range \$50,000 - \$79,900; Average \$60,300

#### PUBLIC INTEREST POSITIONS:

Public Defender's Office: Range \$40,000 - \$50,000; Average \$43,554

Legal Services: Range \$32,000 - \$50,000; Average \$42,045

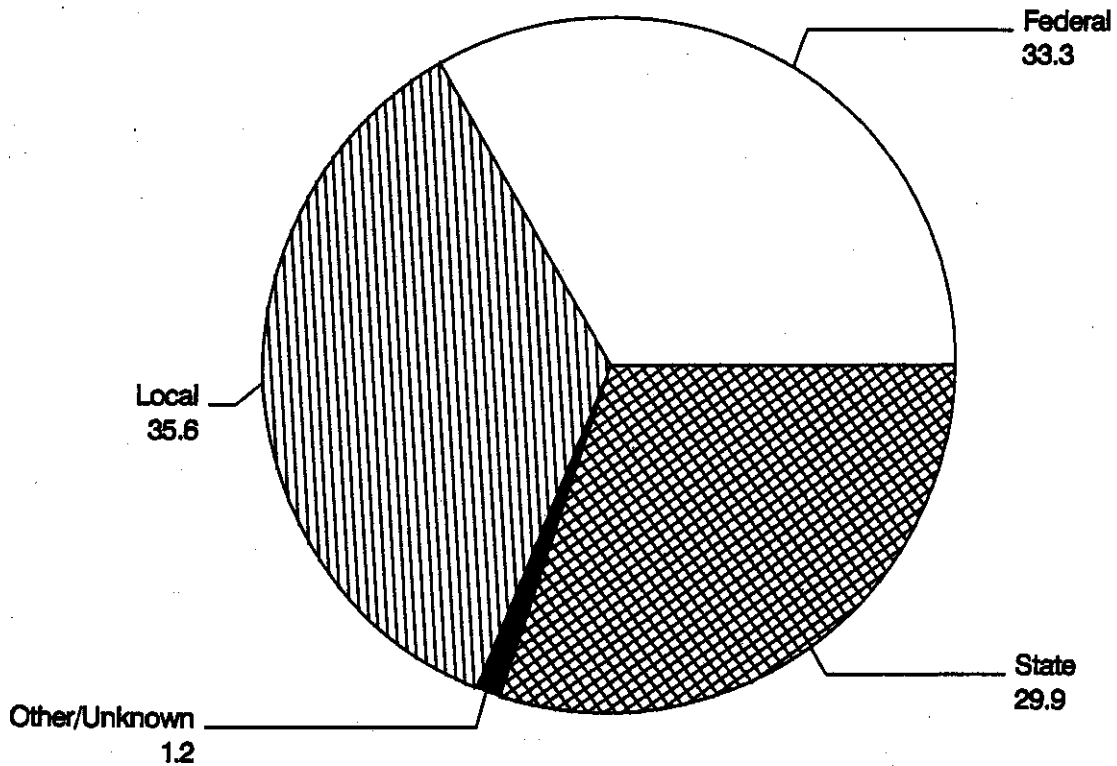
Public Interest Law Firms: 1@\$30,000;1@\$65,000

#### Fellowships:

NUSL DVI	1@\$40,000
2 AmeriCorps	1@ \$13,000;1@ \$17,000
Parmet Health Law Fellowship	1@ \$40,000
GBLS Diversity Fellowship	1@ \$41,525

## Distribution of Jobs by Level of Government

# of jobs = 4,329



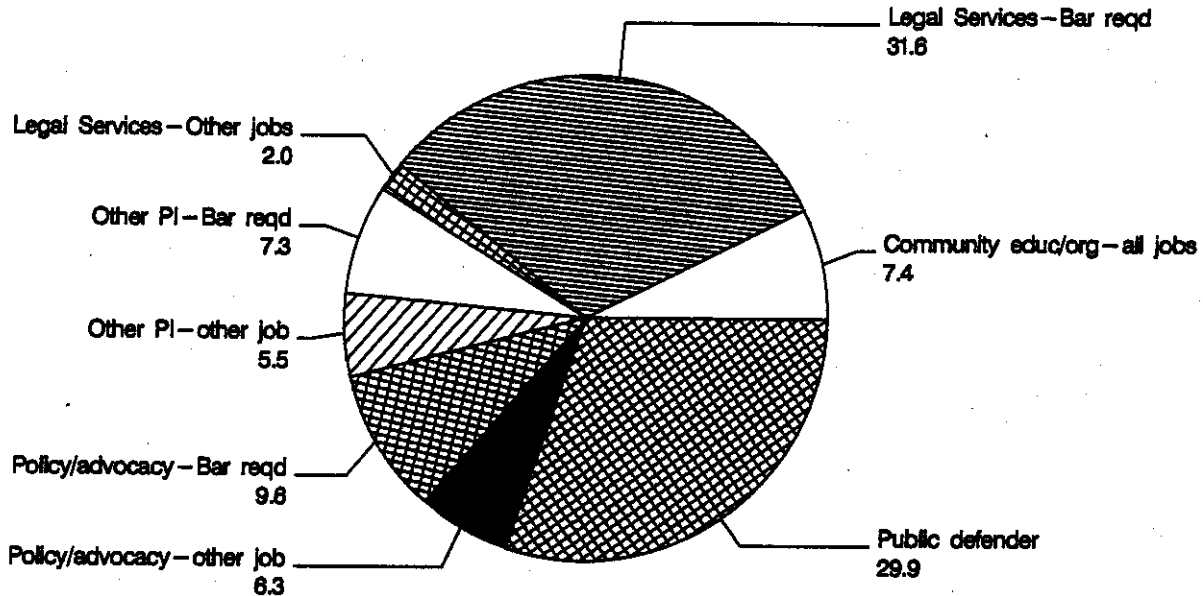
Full- and part-time jobs. Excludes judicial clerkships and public defenders.

## Starting Salaries in Government by Level of Government and Type of Job

	PERCENTILE			90% of All Salaries Fall in the Range:	Mean Salary	# of Salaries Reported
	25th	Median	75th			
<b>All Full-time Jobs .....</b>	<b>\$45,000</b>	<b>\$52,500</b>	<b>\$58,552</b>	<b>\$37,000 - 80,000</b>	<b>\$53,865</b>	<b>2,692</b>
<b>Government Level:</b>						
Federal .....	50,400	58,206	70,000	40,884 - 90,000	61,548	910
State .....	40,000	46,000	55,000	32,000 - 66,000	47,778	816
Local .....	45,000	52,000	56,800	37,500 - 70,000	51,519	944
<b>Job Type:</b>						
Military .....	50,000	57,000	65,000	37,000 - 86,000	59,106	290
Prosecution .....	42,000	50,000	55,000	37,009 - 65,000	49,676	1,099
Other Government Job ....	47,000	55,000	60,480	34,999 - 85,000	56,219	1,301

## Public Interest Employment

# of jobs = 1,982



Note: Number of jobs represents 5.4% of reported jobs and includes full- and part-time jobs. Most of the other jobs at legal services, policy advocacy, and education organizations were reported as JD preferred. One segment, consisting of nine jobs for which job type was not identified and accounting for 0.4% of the jobs, is not shown on the chart.

## Starting Salaries for Public Interest Jobs

Employer Type/Job Type	PERCENTILE			90% of All Salaries Fell in the Range:	Mean Salary	# of Salaries Reported
	25th	Median	75th			
<b>All Full-time Jobs .....</b>	<b>\$39,000</b>	<b>\$43,765</b>	<b>\$50,000</b>	<b>\$30,000 - 63,000</b>	<b>\$45,088</b>	<b>994</b>
Legal Services .....	38,000	41,750	46,000	30,000 - 53,000	42,071	300
Community Ed./Org. — Bar Req'd ...	37,500	45,000	50,000	29,000 - 75,000	46,483	29
Community Ed./Org. — JD Pref. ....	36,726	43,500	57,500	8,184 - 119,500	49,441	20
Community Ed./Org. — Other Prof... —	—	35,000	—	—	35,160	5
Public Defenders .....	40,000	45,000	50,000	35,000 - 61,000	46,072	389
Policy/Advocacy — Bar Req'd .....	40,000	45,000	50,000	31,000 - 62,500	45,596	80
Policy/Advocacy — JD Pref. ....	37,750	46,400	62,500	30,000 - 82,500	50,533	40
Policy/Advocacy — Other Prof. ....	40,000	45,900	60,000	30,000 - 100,000	52,280	10
Other Public Interest — Bar Req'd ...	40,000	45,000	48,500	25,000 - 68,000	45,270	87
Other Public Interest — JD Pref. ....	24,000	40,500	60,000	24,000 - 100,000	47,062	21
Other Public Interest — Other Prof... —	40,000	50,000	55,000	28,000 - 80,000	50,242	11

## Salaries by Type of Organization and Years of Experience — Lawyers in Civil Legal Services Organizations

Years of Experience	Median	Average	Low	Middle Range of Salaries	# of Organizations Reporting
<b>NATIONWIDE:</b>					
1 year or less .....	\$40,000	\$40,592	\$28,000	\$36,246 - 45,000	134
2 years .....	42,527	43,034	30,793	38,828 - 46,611	120
3 years .....	44,569	45,749	32,333	40,000 - 49,611	117
4 years .....	46,000	47,053	33,150	41,500 - 51,000	109
5 years .....	48,000	49,253	33,900	43,008 - 53,500	113
6 years .....	50,000	50,961	34,650	44,503 - 55,500	104
7 years .....	52,100	53,349	35,400	46,900 - 58,646	107
8-10 years .....	54,580	56,562	37,650	49,405 - 62,000	121
11-15 years .....	60,000	62,074	39,375	55,000 - 67,500	113
More than 15 years .....	68,887	70,519	45,000	61,000 - 77,000	123

### Public Defenders

Years of Experience	Median	Average	Low	Middle Range of Salaries	# of Organizations Reporting
<b>NATIONWIDE:</b>					
1 year or less .....	\$47,435	\$47,633	\$32,000	\$42,000 - 52,000	67
2 years .....	49,891	52,299	36,050	44,760 - 56,280	56
3 years .....	54,921	56,614	37,135	46,715 - 62,086	55
4 years .....	57,117	58,578	38,000	48,000 - 63,389	51
5 years .....	60,000	62,471	40,157	51,000 - 68,000	53
6 years .....	61,088	61,318	41,362	50,133 - 68,352	44
7 years .....	62,605	65,487	42,603	50,720 - 71,868	47
8-10 years .....	67,356	69,043	45,000	55,000 - 76,920	52
11-15 years .....	75,000	73,981	49,000	62,068 - 81,000	47
More than 15 years .....	80,330	83,315	52,000	71,000 - 92,800	47

### Local Prosecuting Attorneys

Years of Experience	Median	Average	Low	Middle Range of Salaries	# of Organizations Reporting
<b>NATIONWIDE:</b>					
1 year or less .....	\$45,675	\$46,929	\$30,000	\$40,000 - 52,000	147
2 years .....	49,537	50,852	30,000	43,324 - 55,500	115
3 years .....	50,684	53,164	32,000	45,500 - 57,000	109
4 years .....	55,806	58,458	40,000	48,110 - 62,949	99
5 years .....	60,000	61,388	40,000	50,440 - 66,680	105
6 years .....	61,347	63,605	40,000	52,000 - 70,000	100
7 years .....	65,000	67,557	45,000	56,000 - 75,000	98
8-10 years .....	68,044	72,237	31,440	60,000 - 80,000	112
11-15 years .....	77,500	78,897	45,000	67,663 - 87,159	98
More than 15 years .....	85,000	85,702	40,000	71,452 - 97,900	95

## Lawyers Working in the Offices of State Attorneys General

Years of Experience	Median	Average	Low	Middle Range of Salaries	# of Organizations Reporting
<b>NATIONWIDE:</b>					
1 year or less.....	\$50,000	\$50,337	\$39,000	\$45,000 - 54,384	29
2 years .....	53,269	53,325	40,000	49,500 - 56,444	29
3 years .....	56,776	59,221	45,000	53,955 - 61,149	26
4 years .....	58,451	61,525	48,000	52,908 - 67,758	26
5 years .....	62,778	64,464	50,000	55,000 - 70,557	30
6 years .....	67,701	70,061	52,000	62,400 - 77,500	25
7 years .....	72,689	73,245	52,000	64,418 - 79,966	26
8-10 years .....	72,860	77,181	54,800	65,000 - 89,377	30
11-15 years .....	80,832	86,893	58,726	72,354 - 100,820	27
More than 15 years.....	90,000	94,857	75,000	80,580 - 108,756	27

## Lawyers Working in Public Interest Organizations

Years of Experience	Median	Average	Low	Middle Range of Salaries	# of Organizations Reporting
<b>NATIONWIDE:</b>					
1 year or less .....	\$41,000	\$41,970	\$26,702	\$37,500 - 45,000	129
2 years .....	45,000	46,463	32,000	41,200 - 50,000	83
3 years .....	45,375	47,815	30,000	42,000 - 51,000	98
4 years .....	48,000	51,405	36,125	45,000 - 55,805	75
5 years .....	53,813	55,540	37,914	47,000 - 62,500	79
6 years .....	57,000	59,963	39,212	50,000 - 68,495	62
7 years .....	56,547	59,910	39,912	48,650 - 70,000	54
8-10 years .....	63,000	66,995	40,000	51,140 - 76,267	85
11-15 years .....	69,196	72,198	42,000	56,666 - 87,640	79
More than 15 years.....	81,250	84,546	44,500	60,000 - 101,000	84