

## Timing of Applications by Employer Type

Current Status & Employment goal	Large Law Firms	Federal Government	District Attorney Offices	Small and Medium-sized Law Firms	State and Local Government	Public Interest	Judiciary
1L/2E seeking summer position	Apply directly in December/January. Very few 1Ls obtain positions at these firms.	Some have late fall semester (December) deadlines, others hire in the spring semester. Check the Government Honors & Internships Website, which you can access on the Career Planning website at <a href="https://camlaw.rutgers.edu/government">https://camlaw.rutgers.edu/government</a> , for deadlines, and register for the Public Interest Public Service Job Fair in early December.	Some large DA offices have December deadlines (e.g., Manhattan DA). Others have early spring semester deadlines (e.g., Philly DA). Check DA websites for details. Some DA offices hire through the Public Interest Public Service Job Fair in February (registration deadline in December). Smaller/county prosecutor's offices typically hire in the spring semester.	Apply in January/February. Very limited opportunities for 1Ls at law firms.	Some large city gov't employers begin <b>accepting</b> applications in December, though most have spring semester application <b>deadlines</b> . Most other state and local gov't employers begin accepting applications in the spring semester. A number of government agencies hire through the Public Interest Public Service Job Fair in February (registration deadline in December).	With the exception of large/national Public Interest organizations, most hire in the Spring semester. Students interested in large/national organizations (e.g., ACLU) should check the organization's website since some begin accepting applications in December and have January deadlines. A number of public interest organizations hire through the Public Interest Public Service Job Fair in February (registration deadline in December).	Apply to Federal judges in December. Apply to State judges in January/February.

## Timing of Applications by Employer Type

Current Status & Employment goal	Large Law Firms In the Local Area	Large Non-OCI firms & Out of the Area Large Law Firms	Federal Government	District Attorney Offices	Small and Medium-sized Law Firms	State and Local Government	Public Interest	Judiciary
<b>2L/3E seeking summer position</b>	Most hire through the Fall On-Campus Recruiting Program (OCI). Apply through OCI the summer before your 2L/3E year.	Apply directly to these employers July before your 2L/3E year.	Some hire through the Fall On-Campus Recruiting Program or the Public Interest/Public Service job fair. Most deadlines are in summer/early fall semester. Research deadlines on the Government Honors & Internships Website, which you can access on the Career Planning website at <a href="https://camlaw.rutgers.edu/government">https://camlaw.rutgers.edu/government</a>	Philly DA usually hires through the Fall On-Campus Recruiting Program. Apply in the fall semester to other DA offices. Smaller/county prosecutor's offices typically hire in the spring semester.	Generally hire in spring semester although some may hire late fall semester. Note: working during the school year part-time is a good way to get in to a small or mid-size firm.	Generally hire in spring semester although some may hire late fall semester (e.g., large government offices such as Philly Law Dept., NJ AG). Some hire through the Fall On-Campus Recruiting Program.	Large/national offices (e.g., ACLU) usually hire in the fall semester. Small/regional offices (e.g., Juvenile Law Center) usually hire in the spring semester. A number hire through the Public Interest/Public Service job fair.	Federal and State judges hire summer interns at various times throughout the year. However, most hiring decisions are made in the spring semester.
<b>3L/4E seeking full-time post-grad position</b>	Very limited 3L/4E hiring since most hire entry-level attorneys from their 2L summer associate class.	Very limited 3L/4E hiring since most hire entry-level attorneys from their 2L summer associate class.	Some hire through the Fall On-Campus Recruiting Program or the Public Interest/Public Service job fair. Most deadlines are in summer/early fall semester for federal government "Honors Programs" (entry-level attorney hiring programs). Research deadlines on the Government Honors & Internships Website, which you can access on the Career Planning website at <a href="https://camlaw.rutgers.edu/government">https://camlaw.rutgers.edu/government</a>	Philly DA usually hires through the Fall On-Campus Recruiting Program. Apply in the fall semester to other DA offices. Smaller/county prosecutor's offices typically hire in the spring semester or once candidates have been admitted to the Bar.	Generally hire in spring semester although some may hire late fall semester. May require candidates for post-grad positions to have passed the Bar prior to making a hiring decision. Therefore, may not seek out those candidates until the Nov. or May following the release of Bar exam results. Note: working during the school year part-time is a good way to get in to a small or mid-size firm.	Generally hire in spring semester although some may hire late fall semester (e.g., large government offices such as Philly Law Dept., NJ AG). Some hire through the Fall On-Campus Recruiting Program.	Large/national offices (e.g., ACLU) usually hire in the fall semester. Small/regional offices (e.g., Juvenile Law Center ) usually hire in the spring semester. A number hire through the Public Interest/Public Service job fair. Develop possible fellowship proposal <b>during your 2L year</b> for fellowship applications due early fall of 3L year.	Students generally should apply for judicial clerkships the summer prior to their 3L/4E year. See Guide to State Judicial Clerkships for application deadlines.