

#NALP ANNUAL ANNUAL EDUCATION CONFERENCE April 18 – 22, 2017 SAN FRANCISCO, CA

3L Hiring: Is Anyone Still Out There?

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Jennifer Henfey, Executive Director of Career Strategy and Advancement, Villanova Law
Hillary Maropis, Attorney Recruiting Manager, Morgan Lewis
Kenny Tatum, Senior Director of Career Development, University of Georgia School of Law

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Introductions

- **Jessica Gangjee**
 - Burns White LLC
 - Director of Legal Recruiting and Professional Development
- **Jennifer Henfey**
 - Villanova University Charles Widger School of Law
 - Executive Director of Career Strategy and Advancement
- **Hillary Maropis**
 - Morgan, Lewis & Bockius LLP
 - Attorney Recruiting Manager
- **Kenny Tatum**
 - University of Georgia School of Law
 - Senior Director of Career Development

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Sense of 3L Hiring

- **Employers**
 - Who has conducted 3L hiring in the last 3 years?
 - Who thought the process was productive and successful?
- **Schools**
 - Who has experienced notable 3L hiring in the last 3 years?

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3L Hiring – Why?

- Back-fill an entry level class
- Fill a specific/niche need
- Opportunistic hiring
- Others?

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3L Hiring – How?

- Buy-in
- Targeted v. General
- Relationships with schools/faculty
- Referrals

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3L Hiring – When?

- Timing = Identifying Need
- Fall OCI
- Informal, Resume Collections
- Other Timing Considerations

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Pitfalls

- No consistent or regular process or timing
- Buy-in from attorneys
- Commitment of 3L hire
- Integration

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Success

- How do you define success?
- Identifying candidates
- Tracking
 - Surveys of new hires
- Retention

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Best Practices

- Share Your Experiences

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