

JOB SEARCH RESOURCES
Florida State University College of Law
Updated 2021

General

- **Flexjobs** (<https://www.flexjobs.com/jobs/goverment-politics>) Remote, part-time, freelance, and/or flexible.
- **Vault** (www.vault.com) Provides job and internship listings as well as company-specific message boards. Career guides for law students.
- American Bar Association Career Center Alternative Legal Careers

Academia

- **Higher Education Jobs** (www.higheredjobs.com) Jobs posts and career information in academia.
- **The Chronicle of Higher Education** (www.chronicle.com) Jobs for research assistants, professors, administrators, and executives.
- **Academic Careers Online** (www.academiccareers.com) Global positions in research, administration and management at colleges, universities and research institutes.

Business Law

- **NPAworldwid** (<https://searchnpaworldwidejobs.com>) Jobs in the banking and financial services industry throughout the U.S.
- **Work Comp Central** (www.workcompcentral.com) Job postings in the field of workers' compensation.
- **eFinanceCareers** (www.efinancialcareers.com) Openings in finance, investment and banking, especially in compliance and securities.

Environmental Law

- **Environmental Career.com** (<https://environmentalcareer.com>) Search by job category, region, or keyword. Compliance positions are listed.
- **EcoJobs.com** (<https://www.ecojobs.com>) Subscription service which is updated every two weeks and includes legislative and advocacy jobs.
- **Sustainable Business.com** (<https://www.sustainablebusiness.com/greendreamjobs/jobs/>) Search by job type, skill level, and state.
- **Public Interest Research Group** (<https://jobs.uspirg.org>) List openings with state public interest research groups

Federal/State/Local Government

- **Government Jobs** (www.governmentjobs.com) Nationwide online service with government job postings and contact information – includes city and county positions.
- **State Jobs** (www.50statejobs.com) View job listings by state or industry, including state and local government opportunities, as well as industry/companies. Also has internships.
- **Statewide Government Jobs** (www.statelocalgov.net) Provides state government links for all 50 statewide offices, legislative branch, judicial branch, executive branch, boards & commissions, and more.
- **Careers In Government.com** (<https://www.careersingovernment.com/find-jobs/>) On-line job board devoted to public-sector employment.
- **USA.Gov** (<https://www.usa.gov/government-jobs>) US Government's official web portal for job openings links to information on the US government by topic.
- **USAJOB.com** (<https://www.usajobs.gov/Help/working-in-government/unique-hiring-paths/students/>) Internships with Federal Pathways Programs
- **National Conference of State Legislatures** (<https://www.ncsl.org/legislators-staff/legislative-staff/jobs-clearinghouse-service.aspx>) Job clearinghouse for state legislature positions, both legal and non-legal, and public policy positions. Click on "Current Job Openings."

Healthcare

- **Health Lawyers** (www.healthlawyers.org) Focuses on legally related healthcare jobs. Provides health law related resources including volunteering programs, publications, and mentoring programs. Career Center is at the bottom of the Home page. Has In-House and Law Firm posts for attorney positions, but also has health care industry employers that can be researched for compliance related positions.

Human Resources

- **Society for Human Resource Management** (www.shrm.com) Job board for positions requiring a JD degree, or those where JD skillset is valuable. NOTE: highlight law school and work experience when applying for jobs that don't require JD. Job posts can be found at bottom of Home page under "Work with HRM" and click "Find an HR Job."

Human Rights and Immigration

- **Human Rights Internet (HRI)** (<https://hri.ca/>) "Jobs & Internships" provides openings in human rights and related areas. It also has links to other sites where you may find international job openings.
- **American Immigration Lawyers Association** (<https://careers.aila.org>) Lists job openings throughout the US.
- **ABA Pro Bono Immigration Lawyers Guide** (https://www.americanbar.org/groups/public_interest/immigration/) Several areas of pro bono immigration areas to research and work with.
- **InterAction NGO Job Board** (<https://ngojobboard.org>) Job postings for paid or volunteer positions in U.S. and abroad with international relief and development agencies.
- **Inter-American Development Bank** (<https://jobs.iadb.org/en>) Career openings for providing research and policy advice for Latin America and the Caribbean to reduce poverty and inequality. JD Advantage.

- **International Development Law Organization** (<https://www.idlo.int/careers>) Provides listings of vacancies within the organization.
- **The Center for International Sustainable Development Law** (<https://www.cisd.org/join-us/>) Contains information on graduate-level legal research groups and internships in the field.

Politics

- <https://www.daybook.com/listings>. Tons of law and JDA jobs all over the US. To view “premium jobs” required a subscription, but may be worth it.
- **USAJobs** (<https://www.usajobs.gov/>) The federal government's official employment site. Includes information specifically for students and recent graduates: <https://www.usajobs.gov/Help/working-in-government/unique-hiring-paths/students/>
- **Hill Zoo** (www.hillzoo.com) Opportunities in federal political offices and organizations. Also includes apartments for rent.
- **The Hill** (<http://thehill.com>) News, policy and jobs.
- **U.S. House of Representatives Employment Information** (<https://www.house.gov/employment>) Employment opportunities with the House and Committees.
- **U.S House or Representatives Office of Diversity and Inclusion** (<https://diversity.house.gov/employment/interns>) Internships and job openings.
- **U.S. Senate Placement Office** (<https://www.senate.gov/employment/po/internships.htm>) Internships, entry-level and professional staff vacancies with Senate and Committees.

Public Interest/Nonprofit

- **National Legal Aid & Defender Association (NLADA) Jobs Board** (<https://www.nlada.org/job-board>) Online database including managerial and administrative jobs (in addition to attorney jobs) posted by civil legal aid, public defender, other pro bono and policy organizations, public interest law firms, and academia.
- **Public Service Job Directory** (www.psjd.org) PSJD is a huge online resource where law students and attorneys can find public service employment opportunities including paid and unpaid law clerk positions. Includes postings for attorney positions, post-graduate fellowships
- **Management Information & Excellence for Legal Aid** (<https://mielegalaid.org/jobs>) Jobs in the legal services community such as legal assistance and legal aid programs.
- **Catch A Fire.Org** (www.catchafire.org) Matches professionally skilled volunteers with nonprofits and social enterprises for short-term and long-term opportunities.
- **Opportunity Knocks** (www.opportunityknocks.org) Search nonprofit jobs and career opportunities on this site.
- **Idealist** (www.idealists.org) Click “jobs” to search public service legal careers.
- **Nonprofit Career Network** (www.nonprofitcareer.com/) Alphabetical directory of nonprofit organizations.
- **NonProfit Jobs.Org** (<https://nonprofitjobs.org>) Job listings searchable by job type, job title, salary, skill, and location.
- **Nonprofit Job Source** (<http://www.nonprofitjobsources.com>) Job search engine.

- **Society for Nonprofit Organizations** (<https://www.snpo.org/index.php>) Job listings by type and location.

Sports & Entertainment

- **Sports Business Journal** (www.sportsbusinessdaily.com) Career Links and up-to-date information on the world of sports and events.
- **Entertainment Careers** (www.entertainmentcareers.net) U.S. legal jobs and internships in sports and entertainment law.
- **TeamWork Online Sports Jobs** (www.teamworkonline.com) Sports-related openings.
- **Show Business Jobs** (www.showbizjobs.com) Matches professional candidates and media enterprises that drive the entertainment industry, including job posts and advice.
- **Variety** (www.variety.com) Broad selection of job openings.

JDA Jobs Common Titles

Florida State University College of Law

(Not an Exhaustive List)

Financial Industry:

Ethics and Compliance Officer
Director of Business Development
Investment Banker
Trust Officer
Real Estate Broker
Regulatory Analyst/Consultant

IP/Tech/Privacy:

VP Data Privacy
Privacy Program Manager
Privacy Officer/Associate Privacy Officer
Privacy Specialist/Analyst
Privacy Compliance/Strategy
Compliance Officer Privacy
Technology Innovation Officer
IP and Confidentiality Program Lead
IP Manager/Coordinator
IP Strategy Lead
Patent Agent/Prosecutor
Patent Examiner
Brand Protection Manager
Business Development

Industry Generally:

Risk Management VP
Risk Management Specialist
HR Specialist
Global Talent Recruiting
Talent Acquisition/Management
Operations/Employee Relations
Compliance Manager
Contracts Administrator/Manager
Investigator
Recruitment Manager
Document Reviewer
Management Consultant

Advice from the Trenches for the JD Advantage Job Seeker

By Brittany Swett

For some individuals, the process of attending law school ultimately leads to a realization that a traditional law career is not the right fit. Some who pursue a JD cannot picture themselves doing the work of a traditional attorney. Others may find themselves in a tight job market, forced to search creatively for opportunities outside traditional practice. For these individuals “JD Advantage” positions offer an alternative.

Hillary Mantis, writing for the *National Jurist*, describes a JD Advantage job as a position in which the “employer is seeking an individual who has a JD, but the position itself does not require admission to the bar or a law license.”¹ JD Advantage careers can be pursued in a wide variety of fields and settings. Examples of JD Advantage fields include compliance, higher education, human resources, lobbying, writing, and non-profit management.²

Over the past decade or so, the number of law school graduates who pursue JD Advantage positions has risen from 8.8% to 16.9%.³ But what does one need to do to secure a JD Advantage position? As someone who is currently going through the process of finding a JD Advantage job, I want to share with you my perspectives on best practices for a JD Advantage job search. I’ve written the remainder of this article as advice I would give to someone who wants to pursue a JD Advantage job search.

Narrow Your JD Advantage Job Search

Even if you decide that you want to use your Juris Doctor for an alternative purpose, there are still a multitude of possibilities to consider. The first thing I did when I began my search was to narrow my focus to a particular field. Based on my passion for education law and working with young people, I have narrowed my search to

jobs in higher education. Having an area of interest has allowed me to avoid looking through hundreds of positions I wouldn’t be interested in.

If you are unsure of what particular type of JD Advantage position might appeal to you, or you’ve chosen a field and are still overwhelmed with possibilities, you can narrow your search further by closely examining postings — including postings for positions you wouldn’t want to apply for, such as jobs outside your geographic area or positions that have already been filled. Your goal when reading these notices should be to see what kinds of tasks, other than traditional legal work, employers you are interested in need to have done. The list of tasks described in postings for Title IX Coordinators or Investigators appealed to me — and seemed like tasks my legal training had prepared me for.

Know Why Your JD Is Applicable and Constantly Rebrand Yourself

Once I had narrowed my job search, I began to seek out the employers in my geographic area who hire individuals to do this work. I researched these employers extensively. I made a list of employers and linked directly to the employment section of their site so that I could frequently check in to see if they had any openings. This is a good way to gauge how often an employer hires and how big their pool of open positions usually is. For each organization or position I examined, I set aside the time to briefly note what non-legal skills I could bring to the organization or position and why, as an individual with a JD, I would want to do this non-traditional work.

Once I had a solid understanding of the employers who were doing Title IX work, I began reaching out to these

employers and asking to meet for coffee. When I met with people I frequently was asked the question, “Why don’t you want to practice law?” This question came up even in cases where employers had positions that listed a JD as an advantage. For me, this has been the most interesting part of my job hunt. Often, even employers who list positions as JD Advantage are still not going to understand why a law graduate would want the job. I believe the question frequently comes up because individuals are now trying to utilize their JDs in more different fields than ever.

For many employers, you may be the first person with a JD who has ever shown interest in the type of position they have posted, even if they list a JD as an advantage. I tried to never let this question surprise me in my job search. I had my answer prepared as to why I did not want to practice traditional law and why I was interested in Title IX work. It may take some convincing, perhaps through a detailed cover letter or a passionate interview pitch, but if you can clearly demonstrate your interest, it is possible for employers to look past the traditional idea of what can be done with a JD.

In addition, I have constantly rebranded myself in my job search. JD Advantage employers are looking for skills that a Juris Doctor does not necessarily indicate on its own. When applying to a job I always keep this in mind and look at the specific skills and requirements that the employer has noted in the job posting. In my cover letter I mirror the language used by the employer to note how my past experiences have helped to develop the skills sought. I try to be specific and give concrete examples.

While this requires constant change and rebranding in application materials, it can make an application stand out.

Think Outside the Box and Demonstrate Commitment

Sometimes it is important to think outside the box to show that you are serious about pursuing JD Advantage work. Employers may think that you are applying for positions on a whim, or as a backup to finding a position as an attorney. To grab employers’ attention and to indicate seriousness about a line of work, it is important to get creative.

One way to get creative is to gain a certification or take

relevant classes in the field. For example, since I am interested in Title IX work, pursuing a Title IX certification will help to demonstrate that I am devoted to this career path. Another way to get creative is to join associations or other groups that are centered around the kind of work you are interested in. Joining will again demonstrate commitment and will also provide great networking opportunities.

Practice Positivity and Patience

Finding the right JD Advantage position can take a serious amount of time and effort. While this may seem obvious, it is incredibly important to have patience. You should be prepared for it to take some time to find the right position. You are navigating a path that isn’t as clearly laid out as the path to a traditional law job. It is normal that the search may take more time. Remember that your law degree has provided you with a set of skills that make you a strong candidate for a multitude of positions beyond just the practice of law. ■

Ed. note: NALP members have permission to reproduce this article for distribution to their law students and graduates.

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Endnotes

¹ *What is a JD Advantage Career?*, *National Jurist*, December 3, 2015.

² NALP’s bookstore (www.nalp.org/bookstore) houses a number of books focused on JD Advantage positions, particularly the *21st Century Legal Careers* series. See www.nalp.org/careers.

³ *What Do We Know About JD Advantage Jobs?*, *NALP Bulletin*, November 2017.

Sample Student Worksheet — JD Advantage Careers

Follow these steps to engage in a meaningful JD Advantage job search. For the best results, partner with your career services office for coaching, feedback, and accountability.

STEP 1: ASSESS

Determine why you are pursuing this career path. What is motivating this decision? List your key motivators and your strengths in pursuing this path.

Consider taking an assessment such as LawFit, Attorney Assessment, Myers-Briggs, Strengths Finder, or Strong Interest Inventory to assess your key motivators and uncover your unique strengths. Knowdell Values Cards (available in some career services offices) also help you to identify your key values.

STEP 2: EXPLORE

Conduct research about the particular JD Advantage path that interests you. JD Advantage careers encompass nearly every occupation, so it helps to get specific. Are you interested in compliance? Within compliance are you interested in healthcare compliance, Anti-Money Laundering (AML), ethics, etc.? Learn about various options by exploring in the following ways:

- Informational interviews
- Books
 - *The 21st Century Legal Careers Series* by Richard L. Hermann, an 18-volume series with titles such as: *JD Advantage Jobs in Corporations; Careers in Compliance; and Data Protection Practice.*
 - *The New What Can You Do With a Law Degree?* By Dr. Larry Richard and Tanya Hanson
 - *The Creative Lawyer: A Practice Guide to Authentic Professional Satisfaction* by Michael F. Melcher
- Career services articles or checklists

STEP 3: CONNECT

Jobs are most often found through relationships that we cultivate. In addition to responding to job postings, attending job fairs, and applying through websites, you should find ways to connect with people. For example:

- **Professional organizations** offer great networking and learning opportunities. Determine the best organizations to join and attend programs.
- **LinkedIn** is an important social media tool for showcasing your interests and making connections. Make sure your LinkedIn profile is up-to-date and set an alert to receive job postings that meet your criteria. LinkedIn is also a good vehicle to publish short articles to increase your visibility. [Indeed.com](https://www.indeed.com) is also a good posting site for JD Advantage careers and for government hiring, use [USAJobs.gov](https://www.usajobs.gov) and follow their guidelines.

COMPLIANCE, ETHICS, INSURANCE/RISK MANAGEMENT, REGULATORY AFFAIRS, CORPORATE GOVERNANCE, AND CORPORATE RESPONSIBILITY/SUSTAINABILITY

Job Boards:

- Society of Corporate Compliance and Ethics [Job Board](#)
- Society for Corporate Governance [Job Bank](#)
- Association of Corporate Counsel [Job Board](#)
- Minority Corporate Counsel Association [Job Bank](#)
- Risk Management Society [Job Bank](#)
- Professional Risk Managers International Association [Job Board](#)
- Regulatory Affairs Professionals Society [Job Board](#)
- Institute of Internal Auditors [Job Board](#)
- Healthcare Compliance Association [Job Board](#)
- American Institute of Healthcare Compliance [Job Listings](#)
- National Association of College and University Attorneys [Recent Postings](#)
- Association of Insurance Compliance Professionals [Job Bank](#)
- National Association for Athletics Compliance [Job Center](#)
- Association of College and University Auditors [Job Listings](#)
- Association of Title IX Administrators [Job Board](#)
- University Risk Management and Insurance Association [Job Listings](#)

Associations:

- [International Compliance Association](#)
- [International Association of Risk and Compliance Professionals](#)
- [Society of Corporate Compliance and Ethics](#)
- [Society for Corporate Governance](#)
- [Association of Corporate Counsel](#)
- [Minority Corporate Counsel Association](#)
- [Higher Education Compliance Alliance](#)
- [Healthcare Compliance Association](#)
- [American Institute of Healthcare Compliance](#)
- [National Association of College and University Attorneys](#)
- [Association of Insurance Compliance Professionals](#)
- [Association of Trade Compliance Professionals](#)
- [National Association for Athletics Compliance](#)
- [American Risk and Insurance Association](#)
- [Risk Management Society](#)
- [Professional Risk Managers International Association](#)
- [Regulatory Affairs Professionals Society](#)
- [Federation of Regulatory Counsel](#)
- [Regulatory Compliance Association](#)
- [Association of College and University Auditors](#)
- [Association of Title IX Administrators](#)
- [Institute of Internal Auditors](#)
- [University Risk Management and Insurance Association](#)
- [Association of Workplace Investigations](#)

Certifications and Credentialing:

- The Compliance Certification Board [Certifications](#)
- International Association of Risk and Compliance Professionals [Certifications](#)
- Professional Risk Managers International Association [Certificate Programs](#)
- The Society for Corporate Governance [Professional Development Opportunities](#)
- A variety of universities offer certificate programs in corporate governance and sustainability, such as the [Harvard Extension School](#).
- International Risk Management Institute [Continuing Education](#) and [Certifications](#)
- Risk Management Society Certified Risk Management Professional [Credential](#)
- Society of Actuaries [Chartered Enterprise Risk Analyst Credential](#)
- Regulatory Affairs Professionals Society [Regulatory Affairs Certification](#)
- Regulatory Compliance Association [Certifications](#)
- Association of Title IX Administrators [Certifications](#)
- Institute of Internal Auditors [Certifications](#)

CYBERSECURITY, PRIVACY, AND DATA PROTECTION:

Job Boards:

- [Ninjajobs](#)
- CompTIA's [Job Openings Listserve](#)
- American Bar Association [listing](#) of intelligence community legal internships, honors programs, and jobs
- Cybersecurity and Infrastructure Security Agency [Student and Graduate Programs](#)
- A number of the professional associations linked below host job boards on their websites

Associations:

- [International Association of Privacy Professionals](#)
- [Information Systems Security Association](#)
- [CompTIA](#)
- [Association of Certified Anti-Money Laundering Specialists](#)
- [Association of Certified Fraud Examiners](#)
- [International Information System Security Certification Consortium, Inc.](#)
- [Information Systems Audit and Control Association](#)

Certifications and Credentialing:

- International Association of Privacy Professionals [Certified Information Privacy Professional, Certified Information Privacy Manager, Certified Information Privacy Technologist, Privacy Law Specialist, and Fellow of Information Privacy credentials](#)
- CompTIA [Core, Infrastructure, Cybersecurity, Project Management, Technical Trainer, and Cloud Essentials certifications](#)
- International Information System Security Certification Consortium, Inc. [certifications](#)
- Association of Certified Anti-Money Laundering Specialists [Associate, Specialist, and Advanced Specialist-Level Certifications](#) and [other certificates](#)
- Association of Certified Fraud Examiners [credential](#)
- Information Systems Audit and Control Association [credentialing](#)

FINANCIAL SERVICES

Job Boards:

- There are a number of Federal Government Honors Programs related to financial regulation and banking, such as at the [Consumer Financial Protection Bureau](#) Office of General Counsel; the [Department of the Treasury](#) Office of Chief Counsel; the [Office of the Comptroller of the Currency](#) Law Department; the [Federal Deposit Insurance Corporation](#) Legal Division; the [Federal Trade Commission](#) Bureau of Competition; and the [Securities and Exchange Commission](#) Chair's Attorney Program. Refer to the [Arizona Government Honors and Internship Handbook](#) for more details.
- All of the large full-service banks offer student internships and post-graduate employment opportunities. For just a few examples, see:
 - [Goldman Sachs](#) Student Programs
 - [Morgan Stanley](#) Student and Graduate Career Opportunities
 - [JPMorgan Chase and Co.](#) Student and Graduate Programs
 - [Bank of America](#)'s opportunities
 - [CitiGroup](#) Student and Graduate Programs
 - [Wells Fargo](#) Graduate Student Programs
- [eFinancial Careers](#)
- [Financial Job Bank](#)
- A number of the professional associations linked below will host job boards on their websites

Associations:

- [Association for Financial Professionals](#)
- [Society of Financial Services Professionals](#)
- Investopedia, [Four Professional Associations Financial Advisors Should Join](#) (October 2019)
- Monster.com, [Trade Groups for Finance Networking](#)
- Rutgers University Libraries' Banks and Financial Services Guide's [Professional Associations and Careers list](#)

Certifications and Credentialing:

- To understand the near innumerable list of financial certifications and credentials, see the Financial Management Association's [list of certifications](#), FINRA's [list of professional designations](#) and [accredited designations](#), and Investopedia's [Guide to Financial Designations](#) (June 2020) or [Financial Certifications with the Best ROI](#) (July 2020)
- [The Securities Industry Essentials Examination](#)
- Association for Financial Professionals [Certifications](#)

GOVERNMENT, PUBLIC POLICY ADVOCACY, GOVERNMENT AFFAIRS, AND PUBLIC RELATIONS

Job Boards:

- [Opportunities in Public Affairs](#)
- [Daybook](#)
- [U.S. Senate Placement Office](#)
- [U.S. Senate Employment Bulletin](#)
- [U.S. House of Representatives Employment Bulletin](#)
- [USA Jobs](#)
- [Virginia State Government Jobs and Internships](#)
- [The Arizona Handbook](#)
- [The Presidential Management Fellowship](#)
- [PSJD](#)
- [Office of the Legislative Counsel of the U.S. House of Representatives Career Opportunities](#)
- [Senate Office of the Legislative Counsel Career Opportunities](#)
- [Library of Congress Career Opportunities](#)
- [Congressional Research Service Career Opportunities](#)
- [White House Fellowships](#)
- [The Hill Job Board](#)
- [Roll Call Jobs](#)
- [Lobbying Jobs](#)
- On Think Tanks' [Job Board](#) and [Internship Guide](#)
- Community Foundation for a greater Richmond [ConnectVA Job Board](#)
- Equal Justice Works [Conference and Career Fair](#)
- Richmond Law's [Bridge to Practice](#) program for seeking post-graduate jobs in government
- Richmond Law's [Government and Public Interest Interview Program](#)
- Richmond Law's *Government Agencies and Public Interest Career Paths* [compilation of resources](#)
- A number of the professional associations linked below host job boards on their websites

Associations:

- [American Association of Political Consultants](#)
- [American Society for Public Administration](#)
- [Council of State Governments](#)
- [Government Relations Association](#)
- [Public Affairs Council](#)
- [International City/County Management Association](#)
- [The Center for Association Leadership](#)
- [Washington Network Group](#)
- [Association for Public Policy Analysis and Management](#)
- [National Conference of State Legislatures](#)

Certifications and Credentialing:

- Public Affairs Council [Certificate in Public Affairs Management](#), [Certificate in PAC and Grassroots Management](#), and [Certificate in Government Relations and Lobbying](#)
- State Government Affairs Council [State Government Affairs Professional Certificate Program](#)
- Sorensen Institute for Political Leadership [training courses](#)
- [The Midwest Academy Training Institute](#)
- Republican National Committee [training programs](#)
- Democratic National Committee [training programs](#)

J.D. Advantage Careers

A Guide to What They Are and How to Find Them

What's In This Guide

- Overview and Employment Statistics
- Types of Jobs and Skills
- Timelines and How to Spend Your Summers
- Finding Networking Contacts and J.D. Advantage Employers
- Additional Resources

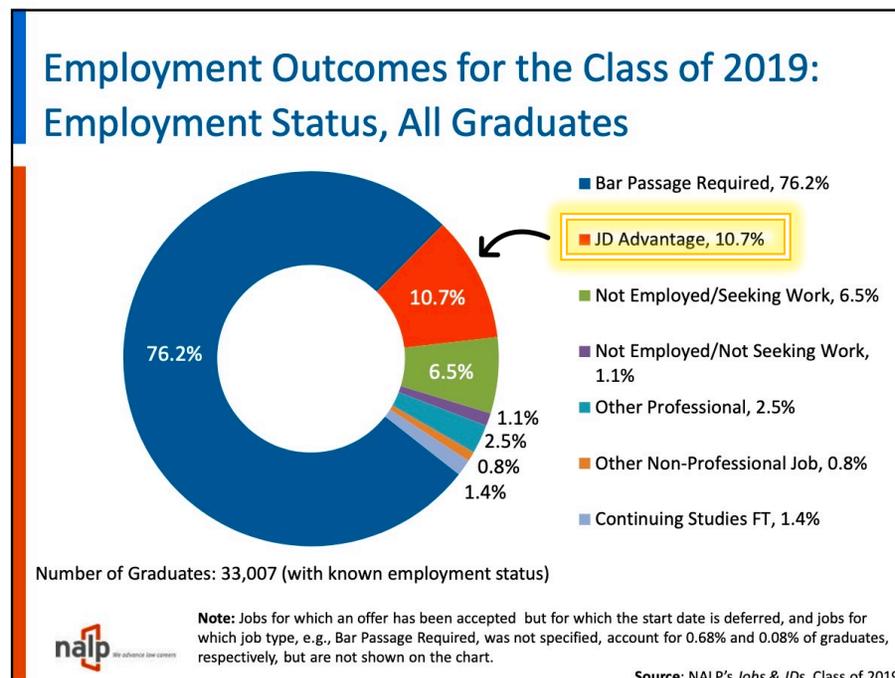
Overview

J.D. Advantage careers are best defined as jobs for which legal training is not required, but the J.D. does make you a more competitive candidate and enhance your ability to perform the role at a high level.

These roles do not necessarily require bar licensure, though bar licensure may be a plus for some employers.

Employment Statistics

Nationally, a sizeable number of graduates are employed in J.D. Advantage jobs.



Types of J.D. Advantage Jobs

This is not an all-inclusive list!

- Compliance, Ethics, and Risk Management
- Contract, Vendor, and Procurement Management
- Consulting
- Cyber Security and Data Privacy
- Education
- Financial Services
- Government Relations, Policy, and Public Affairs
- Legal Operations, Innovation, and Technology
- Nonprofit Management and Administration

J.D. Advantage Job Skills

Law school provides specialized training, but it also ensures you acquire a balanced set of transferable, general skills that employers are seeking.

- Effectively **identify problems**
- **Analyze** arguments and issues, **evaluate** effective and realistic approaches to problems, and **formulate** conclusions and advice
- **Develop creative and innovative approaches** to problems
- **Advise clients** and develop relationships to address client needs
- **Research** to identify issues and derive solutions
- **Orally communicate** issues in an articulate manner consistent with the issue and audience being addressed
- **Draft** clearly, efficiently, and persuasively
- **Listen actively** to understand what is being said both directly and indirectly
- **Persuade** others of position and win support
- **Ask relevant questions** to obtain needed information
- **Negotiate** to resolve disputes
- **Plan and strategize** to address goals
- **Present** complex material to business leadership
- **Analyze and assess** appropriate risk mitigation
- **Maintain core knowledge** of the substantive area
- **Prevent or manage conflict***

Timelines

1L Year

- Start researching and networking to begin understanding different types of J.D. Advantage careers.
- Search for summer roles that will help you build a broad set of transferable skills.
- Begin to understand yourself, and what types of jobs combine your interests and strengths.

2L Year

- Network with alumni currently working in J.D. Advantage jobs, begin to narrow your career paths of interest, and understand the best geographical locations for the career areas you are exploring.
- Hone in on 3-4 career areas of interest, and make sure to consider the type of environment you want to be in, not just the kind of work you want to do.
- Search for summer roles where you can build practical skills.

3L Year

- Continue networking, and begin applying to positions (likely in the spring) that combine your strengths with what you love to do.

How to Spend Your Summers

- You do not need to spend your summer in a J.D. Advantage position to be competitive when applying for those roles after graduation.
- It may make sense to focus on a particular environment (higher education, working at a business, etc.), but that isn't a requirement.
- J.D. Advantage positions are skills-based, so focus on developing the skill set that will transfer over to the fields you're interested in.

Finding Networking Contacts

Speak with your career advisor about how best to use these tools and contact alumni.

- LinkedIn
- UR Online: The University of Richmond Online Alumni Portal

J.D. Advantage Employers

The following is a sample of J.D. Advantage Employers with a Richmond Law Alumni Presence:

- Federal Reserve Bank of Richmond
- Markel
- McKesson
- WayForth
- Allianz Partners
- CapCenter
- Dominion Energy
- Truist
- United States Postal Service
- Wells Fargo
- Capital One
- Genworth
- Altria
- West Creek
- Davidson College
- Cresco Labs
- Atlantic Union Bank
- Department of Defense
- FBI
- Anthem
- CarLotz
- North Carolina Department of Information Technology
- Facebook
- Navy Federal Credit Union
- Subaru of America
- USAA
- FoxGuard Solutions
- CrowdStrike
- Consilio
- Credit Suisse
- PenFed Credit Union
- Palladium Investment Advisors
- Wealth Forge
- Simpler Trading
- The Salvation Army
- Voices for Virginia's Children
- NORML
- Oracle Utilities
- Capital Results
- Congressional House and Senate Committees
- Humana
- Association of American Publishers
- Federal Reserve Bank of Richmond
- Virginia Commonwealth University
- North Carolina State University
- McGuire Woods Consulting
- Americans for the Arts
- AT&T
- Ameriprise Financial
- American Express
- Virginia Museum of Fine Arts
- CarMax
- Amazon
- Community Foundation for a greater Richmond
- Paypal
- Walmart
- Freddie Mac
- Call Federal Credit Union
- WestRock
- California Department of Technology
- Several State & Federal Employers

Additional Resources

General Resources

- [The Career Development Office's Student Portal for J.D. Advantage and Emerging Careers](#)
- [The Career Development Office's blog post, *Alumni Advice on Starting Your J.D. Advantage Career* \(July 8, 2021\)](#)
- [Change of Plans, Richmond Law Magazine](#) (July 16, 2021)
- [NALP, *JD Advantage Career Guide*](#) (Spring Edition 2020)
- [NALP, Advice and Testimonials from Law Graduates Who Chose Not to Practice Law](#)
- [The ABA's Student Lawyer Blog Posts on the Topic of "Alternative Careers"](#)
- [The ABA's Career Center Posts on the Topic of "Alternative Careers"](#)
- [21st Century Legal Careers Series](#) – physical copies available at the CDO
- [The Career Development Office's Panel on Alternative Career Paths](#) - video
- [O*Net Online](#)
- [Law School Toolbox, *Emerging Legal Careers: The Ever Expanding JD Advantage Market*](#) (February 13, 2019)
- [NALP, Handling Tough Interview Issues](#)

Career Area Specific Resources

- The [Career Development Office's Student Portal for J.D. Advantage and Emerging Careers](#) includes one-page resource guides for a variety of career areas, including information on where to look for internships and full-time jobs
- [The Richmond Law and Business Forum](#)
- [The Richmond Legal Business Design Hub](#)



**Contact your career advisor
or the CDO to learn more**

lawcareerdevelopment@richmond.edu

NONPROFIT MANAGEMENT AND ADMINISTRATION

Job Boards:

- The Balance Careers, [*11 of the Best Nonprofit Job Boards for People with Passion*](#) (March 2020)
- [The Arizona Handbook](#)
- [PSJD](#)
- Equal Justice Works [Conference and Career Fair](#)
- [Idealist](#)
- [Philanthropy News Digest](#)
- [Higher Ed Jobs](#)
- Foundation List [Job Search Database](#)
- Chronicle of Philanthropy [Job Board](#)
- Community Foundation for a greater Richmond [ConnectVA Job Board](#)
- Center for Nonprofit Excellence [Job Board](#)
- Richmond Law's [Bridge to Practice](#) program for seeking post-graduate jobs in public interest law
- Richmond Law's [Government and Public Interest Interview Program](#)
- Richmond Law's *Government Agencies and Public Interest Career Paths* [compilation of resources](#)
- A number of the professional associations linked below will host job boards on their websites

Associations:

- [Richmond Young Nonprofit Professional Network](#)
- [Virginia Association of Fundraising Executives](#)
- [Council on Foundations](#)
- [Healthcare Administrators Association](#)
- [Association of Fundraising Professionals](#)
- [Alliance for Nonprofit Management](#)
- [National Council of Nonprofits](#)
- [Society for Nonprofits](#)
- [National Association of Nonprofit Professionals](#)
- [National Association of Nonprofit Organizations and Executives](#)
- [American Society of Association Executives](#)
- [United Philanthropy Forum](#)
- [Grant Makers for Effective Organizations](#)

Certifications and Credentialing:

- Community Foundation for a greater Richmond [Learning Center](#) and [Emerging Nonprofit Leaders Program](#)
- [University of Richmond Institute on Philanthropy](#)
- [University of Richmond Master of Nonprofit Studies and Graduate Certificate in Nonprofit Studies](#)
- [University of Richmond School of Professional and Continuing Studies Nonprofit Management Classes and Programs](#)
- [The Certified Fundraising Executive Program](#)

QUICK REFERENCE: J.D. ADVANTAGE AND EMERGING CAREERS JOB SEARCH SITES

Compliance, Ethics, Insurance/Risk Management, Regulatory Affairs, Corporate Governance, and Corporate Responsibility/Sustainability

- Society of Corporate Compliance and Ethics [Job Board](#)
- Society for Corporate Governance [Job Bank](#)
- Association of Corporate Counsel [Job Board](#)
- Minority Corporate Counsel Association [Job Bank](#)
- Risk Management Society [Job Bank](#)
- Professional Risk Managers International Association [Job Board](#)
- Regulatory Affairs Professionals Society [Job Board](#)
- Institute of Internal Auditors [Job Board](#)
- Healthcare Compliance Association [Job Board](#)
- American Institute of Healthcare Compliance [Job Listings](#)
- National Association of College and University Attorneys [Recent Postings](#)
- Association of Insurance Compliance Professionals [Job Bank](#)
- National Association for Athletics Compliance [Job Center](#)
- Association of College and University Auditors [Job Listings](#)
- Association of Title IX Administrators [Job Board](#)
- University Risk Management and Insurance Association [Job Listings](#)

Cybersecurity, Privacy, and Data Protection

- [Ninjajobs](#)
- International Association of Privacy Professionals [Job Board](#)
- Information Systems Security Association [Job Board](#)
- CompTIA's [Job Openings Listserve](#)
- American Bar Association [listing](#) of intelligence community legal internships, honors programs, and jobs
- Cybersecurity and Infrastructure Security Agency [Student and Graduate Programs](#)
- Association of Certified Anti-Money Laundering Specialists [Job Board](#)
- Association of Certified Fraud Examiners [Job Board](#)
- Information Systems Audit and Control Association [Job Board](#)

Government, Public Policy Advocacy, Government Affairs, and Public Relations

- [Opportunities in Public Affairs](#)
- [Daybook](#)
- [U.S. Senate Placement Office](#)
- [U.S. Senate Employment Bulletin](#)
- [U.S. House of Representatives Employment Bulletin](#)
- [USA Jobs](#)
- [Virginia State Government Jobs and Internships](#)
- [The Arizona Handbook](#)
- [The Presidential Management Fellowship](#)
- [PSJD](#)
- [Office of the Legislative Counsel of the U.S. House of Representatives Career Opportunities](#)
- [Senate Office of the Legislative Counsel Career Opportunities](#)
- [Library of Congress Career Opportunities](#)
- [Congressional Research Service Career Opportunities](#)
- [White House Fellowships](#)
- [The Hill Job Board](#)
- [Roll Call Jobs](#)
- [Lobbying Jobs](#)
- On Think Tanks' [Job Board](#) and [Internship Guide](#)
- Community Foundation for a greater Richmond [ConnectVA Job Board](#)

- Equal Justice Works [Conference and Career Fair](#)
- Richmond Law's *Government Agencies and Public Interest Career Paths* [compilation of resources](#)
- Richmond Law's [Bridge to Practice](#) program for seeking post-graduate jobs in government
- Richmond Law's [Government and Public Interest Interview Program](#)

Legal Operations, Electronic Discovery, Legal Innovation and Technology

- Association of Corporate Counsel [Job Board](#)
- Association of Corporate Counsel Legal Operations [Job Board](#)
- Corporate Legal Operations Consortium [Job Board](#)
- Minority Corporate Counsel Association [Job Bank](#)
- Go In House [Job Board](#)
- Institute for the Future of Law Practice [Internships](#) and [Boot Camp](#) (resuming fall 2022)
- [Legal Tech Jobs](#)
- Association of Certified E-Discovery Specialists [Job Board](#)
- International Legal Technology Association [Career Center](#)

Nonprofit Management and Administration

- The Balance Careers, *11 of the Best Nonprofit Job Boards for People with Passion* (March 2020)
- [The Arizona Handbook](#)
- [PSJD](#)
- Equal Justice Works [Conference and Career Fair](#)
- [Idealist](#)
- [Philanthropy News Digest](#)
- [Higher Ed Jobs](#)
- Foundation List [Job Search Database](#)
- Chronicle of Philanthropy [Job Board](#)
- Community Foundation for a greater Richmond [ConnectVA Job Board](#)
- Center for Nonprofit Excellence [Job Board](#)
- Richmond Law's [Bridge to Practice](#) program for seeking post-graduate jobs in public interest law
- Richmond Law's [Government and Public Interest Interview Program](#)
- Richmond Law's *Government Agencies and Public Interest Career Paths* [compilation of resources](#)

Financial Services

- There are a number of Federal Government Honors Programs related to financial regulation and banking, such as at the [Consumer Financial Protection Bureau](#) Office of General Counsel; the [Department of the Treasury](#) Office of Chief Counsel; the [Office of the Comptroller of the Currency](#) Law Department; the [Federal Deposit Insurance Corporation](#) Legal Division; the [Federal Trade Commission](#) Bureau of Competition; and the [Securities and Exchange Commission](#) Chair's Attorney Program. Refer to the [Arizona Government Honors and Internship Handbook](#) for more details.
- All of the large full-service banks offer student internships and post-graduate employment opportunities. For just a few examples, see:
 - [Goldman Sachs](#) Student Programs
 - [Morgan Stanley](#) Student and Graduate Career Opportunities
 - [JPMorgan Chase and Co.](#) Student and Graduate Programs
 - [Bank of America](#)'s opportunities
 - [CitiGroup](#) Student and Graduate Programs
 - [Wells Fargo](#) Graduate Student Programs
- [eFinancial Careers](#)
- [Financial Job Bank](#)

A number of the professional associations for specific career areas have their own job boards that are not listed above. See the CDO Career Guides [available online](#) and make an appointment with Kathy Greenier at the CDO for additional resources.

Cannabis and Hemp Industries

Introduction: By 2030, it is estimated this will be a 75-billion-dollar Industry.

Many of the larger companies have vertical integration, which means the corporations grows, manufactures, and distributes the product to the consumer. This is a highly regulated market with laws that vary from state to state and country to country. There are over 25,000 uses of hemp products used products in various industries. There ae JD Advantage related jobs in these legal areas:

International Trade

Corporate Governance

Contracts and Transactions

IP

Real Estate

Regulatory Compliance, (local, state, federal, international.)

Financial Regulatory Compliance

Foreign Corrupt Practices Act

Anti-money Laundering Act

Legislative, Executive Branch and Regulatory Agency Advocacy

National Cannabis Industry Association (NCIA) D.C. and Denver, CO.

Related areas:

Agroindustry (Including Hemp applications in industry, health care, pharma.)

National Hemp Industries of Florida

Hemp Industries Association of Florida

UNIVERSITY OF MASSACHUSETTS SCHOOL OF LAW: CAREER SERVICES OFFICE JOB SEARCHING FOR JD ADVANTAGE POSITIONS

What Are 'JD Advantage' Positions?

JD Advantage positions are **legal, law-related, and/or non-legal** positions for law school graduates, most of which are not dependent upon a candidate taking or passing a bar exam. For some JD Advantage positions, an employer may prefer or even require a law school graduate for the role, even though the individual's job duties will not entail practicing law. In other situations, what makes the job a JD Advantage position is the fact that having a law school degree provided the candidate a demonstrable advantage in either obtaining or performing the job.

Why are Law School Graduates Well Suited for 'JD Advantage' Positions in Non-Legal Fields?

The skills learned in law school, including advocacy, analysis, counseling, negotiating, problem solving, strategizing, researching and writing, are highly valued by organizations and **directly transferable** to numerous non-legal roles. In order to proactively address any unspoken concerns about a law school graduate's desire to work in a non-attorney position, candidates should be prepared to demonstrate how they are well qualified for a position because of – and not despite – their legal training.

Where Can I Learn About Different Types of 'JD Advantage' Positions?

NALP's ***JD Advantage Guide***, which is available in the Career Service Office as well as online in the Symplicity Document Library, is an excellent resource for information about possible directions your law degree can take you. The Guide will teach you about 10 different JD Advantage roles law school graduates fill in a variety of industries. Each career area includes an overview, key terms, typical employers, and job titles, as well as professional associations and certifications.

Lawyers are employed in the private, public and non-profit sectors in fields such as business, court administration, education, labor relations, law enforcement, politics, regulatory affairs and social services. Another way to investigate JD Advantage positions is to search for common job titles held by attorneys in specific fields; this can be accomplished by reviewing the ***Alternative Legal Careers By Industry*** handout, which is available in the Career Service Office as well as online in the Symplicity Document Library.

Where Are 'JD Advantage' Positions Posted?

A great resource for finding JD Advantage positions in the public sector is the Washington D.C. Council of Lawyers' twice monthly ***Public Interest Jobs Clearinghouse*** which has a section devoted to JD Advantage positions. Since the law school has a subscription to this resource the Career Services Office can provide these job postings on a regular basis to anyone who is interested.

Individuals interested in working for the federal government should consider the Presidential Management Fellows (PMF) Program, which provides an entry into public service within the federal government through non-attorney positions. The PMF Program is the federal government's flagship leadership development program for entry level advanced degree candidates and seeks outstanding applicants who want to make a difference through public service. Complete information about it is in the ***Presidential Management Fellows (PMF) Program Fact Sheet*** handout, which is available in the Career Service Office as well as online in the Symplicity Document Library.

Another way to identify JD Advantage positions within the federal government is by searching specific law-related ***Occupational Series Codes in USAJobs***. These include:

- 0028
- 0140/0160/0260
- 0301/0304
- 0685
- 1102/1109
- 1200 series
- 1800 series

Job seekers can also discover JD Advantage opportunities by utilizing **job posting websites that are not focused on the legal field** but nevertheless include “JD” as a separate search criteria. These include:

- **AARP Job Board:** under ‘Education Level’ select "Juris Doctorate Degree"
https://jobs.aarp.org/index.php?action=advanced_search&page=search&keywords=&country=United+States&state%5B%5D=&city=&zip=&zip_radius=20&position_type=&mult_industries%5B%5D=Legal&industry=&min_salary=&max_salary=&salary_type=
- **Idealist:** under 'Education Level' select "JD Required"
<https://www.idealist.org/en/jobs?functions=LEGAL&q=&searchMode=true>
- **Work for Good:** under 'Degree Level' select "JD"
<https://www.workforgood.org/searchjobs/?Keywords=&radialtown=&LocationId=&RadialLocation=20&CountryCode=&Function=44>

Additionally, job seekers can find JD Advantage opportunities on **some job posting websites that are focused on the legal field** but provide options for different disciplines, job categories or job functions. These include:

- **ABA Career Center:** under ‘Filter’ choose ‘Discipline’ select a non-attorney position including “Legal Education,” “Legal Innovation,” “Operations,” or “Professional Legal Management”
<https://jobs.americanbar.org/jobs/>
- **AILA Career Center:** under ‘Discipline’ select a non-attorney position including “Legal Education,” “Legal Support,” “Operations,” or “Professional Legal Management”
<https://careers.aila.org/jobs/>
- **Association Career Network Legal Jobs:** under ‘Filter’ choose ‘Job Function’ and select any non-attorney position
<https://www.legalstaff.com/jobs/>
- **CT Bar Association:** under ‘Filter’ choose ‘Job Function’ and select a non-attorney position including “Contracts Administrator,” “Court Administrator,” or “Executive Director”
<http://jobs.ctbar.org/jobseeker/search/results/>
- **LawJobs:** under ‘Job Category’ select a non-attorney position including “Other,” “Academic,” “Employment” or “Executive Management”
<https://lawjobs.com/search>
- **LawMatch:** under ‘Choose a Category’ select a non-attorney position including “Education,” “Education-Administrative” or “General Management-Non Law Practice”
<https://lawmatch.com/job-listings/>
- **Lawyers Without Borders:** under ‘Filter’ choose ‘Job Function’ and select any non-attorney position
<https://lwob-jobs.careerwebsite.com/jobseeker/search/results/>
- **NALP Job Center:** under ‘Discipline’ select a non-attorney position including “Legal Education,” “Legal Support,” “Operations,” or “Professional Legal Management”
<https://jobs.nalp.org/jobs/?showMoreOptions=true>
- **PSJD:** under 'Job Qualities' either choose 'Job Type' and select "Law-Related/JD Advantage Position" or choose ‘Bar Status’ and select "Never"
<https://www.psjd.org/search?searchTypeID=jobs>
- **The LGBT Bar Association:** under 'Education Level' select "Juris Doctor"
<http://jobboard.lgbtbar.org/search>

What Professional Organizations Focus on Individuals Pursuing ‘JD Advantage’ Careers?

More Than Esquires is a professional association for law school graduates interested in career paths beyond the traditional practice of law. The organization provides access to job opportunities, career resources, and a nationwide network of lawyers and legal professionals. Learn more about it at <https://www.morethanesquires.com/>.