

INTELLECTUAL PROPERTY RECRUITING 101

Subgroup	Subgroup Description	Typical Candidate Qualifications
Patent Prosecution /Procurement	The process of drafting, filing, and negotiating with the Patent and Trademark Office to obtain patent protection and rights for an invention.	Undergraduate and/or graduate degree in one of the specified fields of science or engineering to be patent bar eligible.
Patent Litigation	A legal process to resolve disputes over IP rights. This can include patents, trademarks, copyrights, and trade secrets.	Can vary from firm to firm. While patent litigation practitioners aren't required to be admitted to the patent bar, some firms require specific STEM degrees or backgrounds.
Trademark, Copyright, Advertisement	The practice of registering, enforcing, and defending trademarks and copyrights. Advertising law regulates how products and services are advertised, including what is said and how it is presented to consumers.	No specific degree is required to practice trademark, copyright, or advertisement law. Most firms consider candidates of all undergraduate backgrounds for their TCA positions.
Cybersecurity*	A set of laws that govern the security of computers, networks, and digital information. It also protects the privacy of individuals and organizations.	A STEM degree and background are not required. However, it is common for law firms to seek individuals with cybersecurity, computer science, or related undergraduate backgrounds.

*Can be classified as its own practice/outside of IP.

RECRUITING TIPS

Laterals

- Advertise on IP related publications
 - AIPLA
 - IPWatchDog
 - INTA
- Target STEM candidates and plan strategic outreach like in-house alumni, known connections, referral bonus programs, etc.
- Engage with reputable agencies who focus their work in the IP space
- Consider non-partnership track roles

Law Students

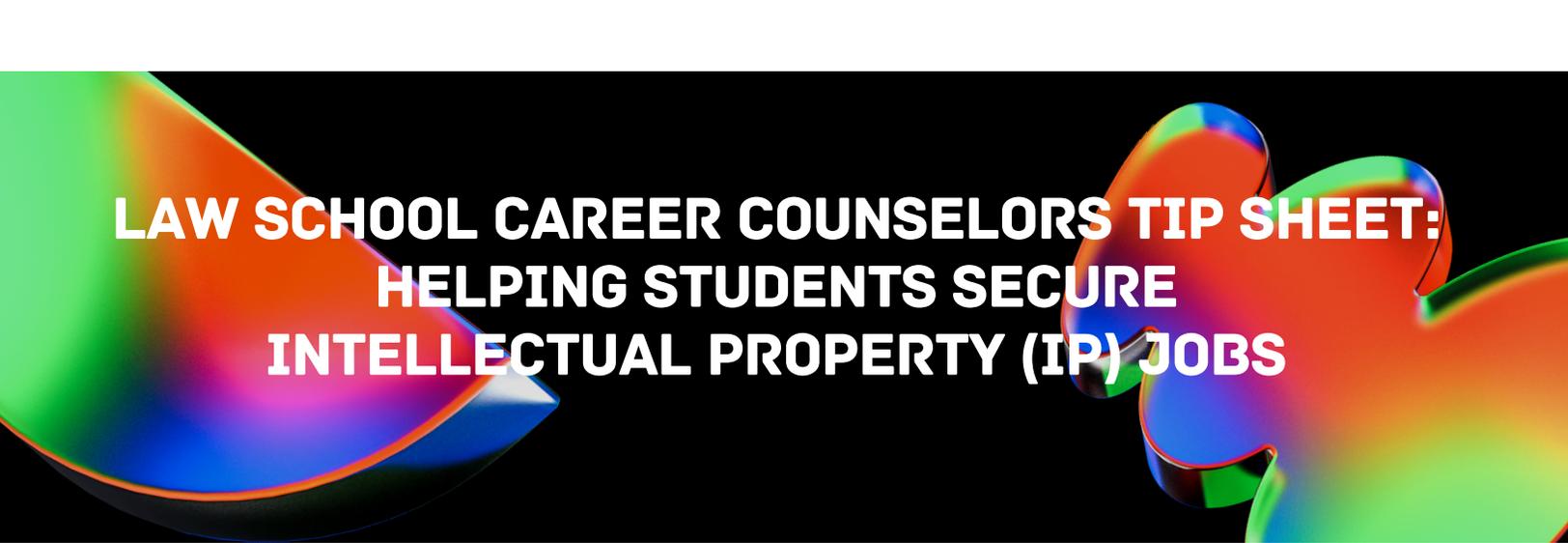
- Engage with IP, AI, and Technology Student Orgs
 - Attend law school events focused on tech
 - Host a panel or lunch presentation
- Consider 1L and 2L IP fellowships
- Work with CSO to identify students interested in IP and those with STEM backgrounds
- Identify experience in specific courts that handle a high volume of patent cases (e.g., EDTX, WDTX, NDCA, CDCA, SDCA, SDNY, NDIL, Fed. Circuit, District of Delaware)

Patent Agents/Tech Specialists

- Consider alternate programs for entry-level hiring
- Target tech focused undergraduate/graduate schools
 - MIT
 - Cal Institute of Technology
- Advertise firm programs and benefits, such as law school tuition reimbursement
 - Ensure firm's website/careers page includes information about patent agent opportunities

TECHNICAL DISCIPLINES

Mechanical	Electrical & Computer
Mechanical Engineering, Aerospace Engineering, Nuclear Engineering, Industrial Engineering, Biomedical Engineering, etc.	Electrical Engineering, Computer Engineering, Computer Science, Artificial Intelligence, Machine Learning, etc.
Chemical	Pharmaceuticals
Chemistry, Chemical Engineering, Biochemical Engineering, Environmental Engineering	Pharmacology, Biotechnology, Pharmaceutical Sciences



LAW SCHOOL CAREER COUNSELORS TIP SHEET: HELPING STUDENTS SECURE INTELLECTUAL PROPERTY (IP) JOBS

1. Understand the IP Job Market

- Types of IP Employers: Law firms, corporations (in-house), and USPTO.
- Practice Areas: Patent prosecution/procurement, trademark law, copyright law, trade secrets, tech licensing, and IP litigation.
- Key Skills Sought by Employers: Technical background (for patent prosecution work), strong writing skills, demonstrating interest, and business acumen (especially for tech transactions).

2. Identify Eligibility Requirements

- Patent Prosecution/Procurement: (STEM) degree is required to sit for Patent Bar (some rare exceptions).
- Trade Secret, Trademark, Copyright Law, and Tech Licensing: open to all law students.
- IP Litigation: STEM degree helps, but not required.

3. Resume & Cover Letter Guidance

- Highlight Technical Expertise: If applicable, emphasize STEM degrees, research, or technical work experience.
- If no STEM degree, try and emphasize connections to technology – could be work on blog, published article, 1L internship, or work before law school.
- Demonstrate Interest in IP: Showcase IP-focused coursework, clinics, journal articles, or extracurricular involvement.

4. Networking & Professional Development

- Engage with IP Law Associations:
 - AIPLA free for students
 - Local bar organizations with a chapter
 - CHIPS – great org for female law students interested in IP
- Leverage Alumni Networks: Connect students with alumni working in IP fields – for those without tech degrees connect with alums who became IP litigators without tech background.
- Attend IP Conferences & Events

5. Gain Practical Experience

- Internships and Externships: Consider the main campus tech transfer office, consider in-house opportunities over the 1L summer or during the school year if allowed.
- Law School Clinics & Pro Bono Work: Encourage participation in IP law clinics.
- Writing & Research Opportunities: Publish articles on IP topics to showcase expertise and interest. Can partner with those in the field or work on IP Law Journal.

6. Prepare for Interviews

- Common Questions for those with technical background:
 - Why law school vs. career as engineer or scientist?
 - Tell me about something technical you worked on in lay terms
 - Patent litigation or prosecution? Why?
 - Advising 1Ls, 2Ls, and 3Ls.
- Common Questions for those without a technical background interested in patent litigation:
 - Tell me why patent litigation or IP litigation?
 - Have students talk to IP litigators without technical backgrounds
 - Make sure students can show connection/passion for technology
 - Can you explain something complex to me in plain language?
- Mock Interviews: Conduct practice interviews to refine responses and build confidence.

7. Encourage Strategic Job Searching

- Look at IP-Focused Firms:
 - Fish & Richardson
 - Finnegan
 - Knobbe
 - Boutiques in the space
- Look at firms with a significant number of IP attorneys
 - www.nalpdirectory.com is a great tool
 - IP Law360
- IP Job Fairs – PLIP (Loyola Patent Law Interview Program, SFIPLA)
- Consider Alternative Paths: Explore full-service firms with IP Litigation – maybe you start as a general litigator and get IP litigation work or lateral to firm with such work
- For those with tech backgrounds can look into patent agent positions or in some cases directly in-house

Your Role as a Career Counselor

Support students by providing up-to-date job market insights, tips for how to build a strong IP resume, assistance with interview preparation, and networking opportunities.