

THE FIRST THREE YEARS ARE THE HARDEST: RECRUITING AND RETAINING LAW CLERKS

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OVERVIEW



- The case for clerking
- The current state of clerkship application and hiring
- Advising potential clerks
- Navigating post-clerkship employment

THE CASE FOR CLERKING





WHAT'S GREAT FOR THE STUDENT	WHAT'S GREAT FOR THE FIRM
Seeing litigation in real life and in practice, outside of a classroom	Associates with experience aren't coming in cold – they have prior exposure to what the firm does
Extensive legal research and writing, and learning to do so in someone else's voice	The associate's legal research and writing has been vetted and refined for a year
Exposure to all types of advocacy in the judge's courtroom, the good the bad and the ugly	Judicial clerks can be staffed on more complex litigation matters
Most chambers have multiple clerks and work with other judges	The ability to work in a team and across a variety of communication and writing styles
Working with deadlines!	Working with deadlines!

THE CURRENT LANDSCAPE



WHAT MAKES CLERKING SO DIFFICULT FOR STUDENTS?



The Plan



Minding the
Gap (Year)



OSCAR



Geographical markets

WHAT STUDENTS SHOULD KNOW BEFORE THEY APPLY



- Timing of applications
- Speed with which decisions must be made
- Where to clerk – regional considerations, state v. federal
- Gap year(s)
- Messaging to potential employers
- Financial constraints

WHAT EMPLOYERS WANT ASSOCIATES TO KNOW

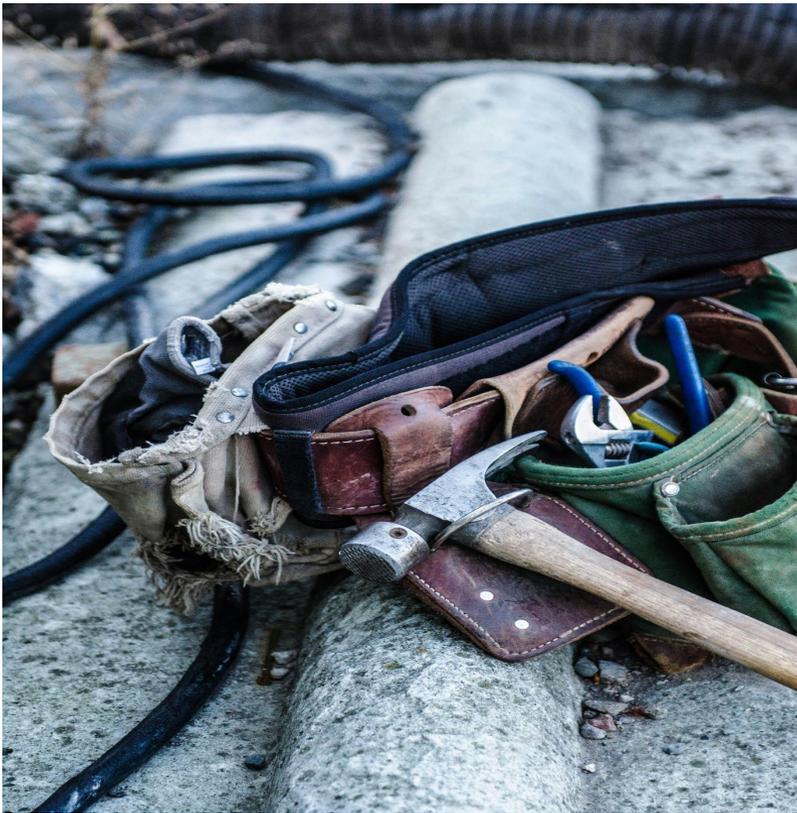


- Value add varies across markets and practice groups
- Gap year and staffing
- Evaluation cycle – will you be evaluated/know where you stand before you leave
- Exit opportunity or guaranteed return – know the firm’s policy
- Managing associate expectations – types of opportunities, bar admission restrictions

BEST PRACTICES FOR LAW SCHOOLS

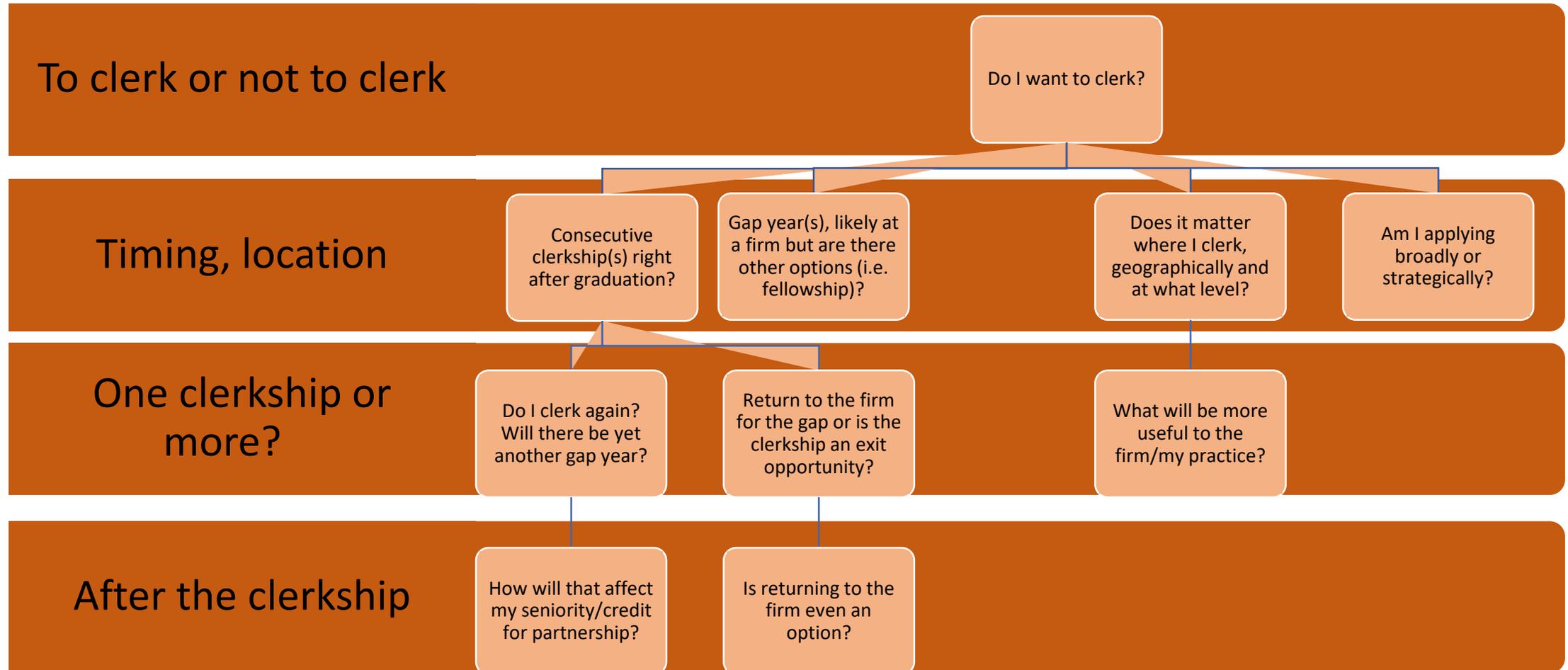


PROPOSED TOOLKIT FOR LAW SCHOOLS



- Craft a message to the firm earlier in the process
- Navigating the post-clerkship job search
- How/when do you bring firms on campus to connect with students
- Sample candidate decision tree – run through this with all advisees

SAMPLE CANDIDATE DECISION TREE



BEST PRACTICES FOR EMPLOYERS



PROPOSED TOOLKIT FOR EMPLOYERS



- Map out your clerkship strategy (hiring or EC function):
 - policy on gap years?
 - Cap on how many to hire?
 - Only in certain practice groups/offices?
 - Will they be evaluated before they leave?
- Maintaining relationships with former clerks – be mindful of ethical rules and judges' policies

OPPORTUNITIES FOR PARTNERSHIP



Questions





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