Careers

Law Students

"Hirschler has the right balance of being “big enough, but not too big.” We have the bench depth and subject matter expertise to handle sophisticated transactions on a national level, but every single lawyer at Hirschler is on a first name basis with every other lawyer—from the newest associate to the president of the firm. With our middle-market focus, my clients are all “real” business owners, private equity managers or CEOs who are making actual decisions based on my advice and counsel. At Hirschler, you won’t just be a cog in the machine." Rod Simmons, Partner and former Summer Associate

The primary goals of our summer program are to provide clerks with opportunities to understand and engage in our daily practice and to become acquainted with our lawyers, staff and the metropolitan Richmond area. Clerks typically work in our Richmond office for eight weeks beginning in mid-May, but also have opportunities to work with our Fredericksburg and Tysons teams.

Interested in hearing what our lawyers have to say about their Hirschler summer experience? Meet Emily Scott, Cheryl Atchison, Sara Johnson and Brandt Stitzer.

360º View of Our Summer Program

Summer clerks substantively contribute to ongoing projects for existing clients. Our summer clerks should expect to undertake projects across several practice areas in the firm. Projects are assigned to summer clerks based on their input as to practice areas of interest. We anticipate that summer clerks will have the opportunity to:

- Prepare for and attend trials, depositions, arbitrations, mediations, and negotiations;
- Participate in business transactions, real estate closings, zoning hearings, and client meetings; and
- Draft pleadings and a variety transactional documents.

In addition to exposure to Hirschler’s diverse legal practice, summer clerks are included in periodic section meetings and other firm events. Our objective is to provide summer clerks numerous opportunities to experience both our practice and our culture. Summer clerks should complete the program with a realistic appreciation for life as a full time associate at Hirschler.

Getting To Know Our Team
We host a variety of social activities throughout the program to give our summer clerks the opportunity to become acquainted with our attorneys and staff outside the office. These gatherings range from large events – such as baseball games, cooking classes and city experiences – to smaller events at local venues and in attorneys' homes. Many of these activities include spouses or significant others and children.

A Chance To Shine

Although a majority of our summer clerks work with us between their second and third years in law school, we routinely hire a smaller number of first-year law students. Because the firm makes a studied effort to assess its growth within various practice groups before the recruiting season begins, the size of our summer clerk program changes from year to year. The firm seeks to hire a number of summer clerks equal to the number of permanent associates needed the following year (the year in which second-year students graduate from law school). Our goal is to create a program in which our summer clerks will not compete against each other but, instead, will have confidence that quality performance will result in an offer of permanent employment.

What To Expect

Flexibility

Our summer program is designed to provide each summer clerk the ability to directly influence his or her experience. A summer clerk can expect to receive projects based on his or her feedback throughout the program as to areas of interest. For example, a summer clerk may have a contract drafting project at the same time that the summer clerk is also assisting with trial preparation. Our hope is that at the end of the program, each summer clerk will have a better idea of the area of law in which he or she would like to practice following graduation.

Mentoring

Each summer clerk will have a junior and senior mentor. The junior mentor will be an associate and the senior mentor will be a partner. Each mentor will expose the summer clerk to the mentor's particular practice, coordinate work assignments that are consistent with the summer clerk's interests, and provide a forum to answer questions. After completion of a project, mentors will communicate feedback from the assigning attorney to the summer clerk.

Real Experience

Examples of recent summer projects include:
- Draft a seller non-competition and non-solicitation agreement in connection with the acquisition of a business;
- Determine how a British unincorporated association would be categorized under Virginia law (i.e., as a general or limited partnership);
- Review operating agreements, prepare membership interest transfer agreements, and prepare consents of manager in connection with an equity buyout;
- Research whether the owner of a landlocked parcel has the right to use a state-owned, abandoned road and whether that right can be conveyed;
- Review a deed of trust to determine whether there are provisions regarding promises of cooperation or time constraints on the lender for written consent for use of the land;
- Compose a letter to seller, including reasons for withdrawal from a purchase agreement and remedies sought by client;
- Draft a Complaint on Breach of Contract and Breach of Guaranty;
- Research TILA Rescission standards and draft comprehensive memorandum regarding same; and
- Draft Motion to Dismiss for matter pending in U.S. District Court for the Eastern District of Virginia.

**Hirschler on Campus**

We plan to visit the following law schools in 2019:

- **Howard University • Tuesday, August 6**
- **University of Richmond • Tuesday, August 6**
- **University of Virginia • Wednesday, August 7**
- **William & Mary • Thursday, August 8**
- **Washington & Lee • Friday, August 9**

Contact Myrna Rooks, Director of Legal Recruiting with any questions.

**Hiring Team**

Hirschler’s Recruiting Committee is charged with selecting summer clerks, running the summer program and, ultimately, making recommendations to the Board of Directors about permanent hiring decisions.
The Recruiting Committee only recruits the highest caliber students who excel in their academic and personal lives. Hirschler looks for students with diverse backgrounds and experiences who can offer meaningful contributions to the firm’s collaborative approach to providing legal services to sophisticated clients. Successful summer clerks will demonstrate their ability to take initiative, think critically and propose creative solutions to client problems.

FAQs

Where you spend your summer is an important decision, and we want you to be well informed. Here we answer some of the frequently asked questions we receive about our program.

Q: What levels do you recruit for your summer program?

A: We recruit both first- and second-year law students for our summer program. We also interview judicial clerks and associates seeking lateral moves for positions with our firm. The firm is a member of the National Association for Law Placement, Inc. (NALP) and follows its Principles and Standards for Law Placement and Recruiting.

Q: Where do you recruit?

A: In the fall of each year, we interview second-year students on the campuses of many law schools throughout Virginia. We also solicit and review resumes from students attending schools at which we are not conducting on-campus interviews. In evaluating resumes, we consider academic performance, extracurricular activities, leadership experience, recommendations, and prior experience.

Q: What are call-back interviews like?

A: For our call-back interviews, we invite candidates to participate in our "Open House." Candidates have an opportunity in the evening to meet informally with a number of our attorneys during a cocktail party at an attorney's home. In the morning, candidates interview with additional attorneys in our offices, after which, candidates are invited to lunch with some of our attorneys and then have free time to tour the Richmond area. We provide hotel accommodations and will reimburse reasonable travel expenses for students who travel from outside the Central Virginia area. Our Open House program is conducted for second-year students in the fall and first-year students during the winter. For those who find themselves unable to participate in our Open House program, the firm will seek to accommodate them through the
traditional in-office call-back interview process.

Decisions for participation in the firm's summer program are made throughout the recruiting season. Each law student who interviews with us on-campus and who is invited to the firm can generally expect to receive a telephone call from us confirming that invitation within a day or two following his or her on-campus interview. Students who have been to our offices for a call-back interview typically hear from us within approximately two weeks following their interviews.

Q: How many of your summer clerks are offered regular associate positions?

A: We are often asked about the percentage of our summer clerks who receive offers for employment as regular associates. There is no simple answer to that question because the answer depends on the projected associate hiring needs of the firm as well as the quality of each summer clerk's work. For the past several summers, we have made offers of employment to the majority of the second-year students and invitations to return to the majority of the first-year students.

Q: How long will I have to consider an offer for summer or regular employment?

A: While we appreciate hearing from you as soon as possible, we understand that there are a number of factors to consider when evaluating summer and regular employment offers. All offers for our summer program and for regular associate positions arising from the summer program will remain open for the period of time set forth in the written offer letter provided to the applicant. Generally, however, Hirschler anticipates that offers will remain open as follows:

- An offer to a 1L student to participate in the summer program during the summer immediately following completion of the first year of law school will remain open for 2 weeks from the date of offer.
- An offer to a 2L student to participate in the summer program during the summer immediately following completion of the second year of law school will remain open for 3 weeks from the date of offer.
- An offer to a student, who participated in our summer program after the first year of law school, to return after completion of the second year of law school will remain open until September 15 of the year in which the offer was issued.
- An offer to a student, who participated in our summer program after the second year of law school, to return as a regular associate following graduation from law school will remain open until September 15 of the year in which the offer was issued.

Hirschler will consider extensions of the deadlines set forth above on a case-by-case basis. Additionally, the firm may also adjust the deadlines listed above if, for example, the issuance of an offer is delayed or if particular circumstances warrant an extension.
How To Apply

Law students interested in applying for the Hirschler Summer Program may click here. Contact Myrna Rooks, Director of Legal Recruiting with any questions.