Quick Tips from CP&P: Applying to Legal Aid Society New York

The Legal Aid Society Recruiting Information for 2012

- **August 15** - early application deadline for the Fall 2013 Criminal Defense Class for rising 3L summer interns at The Legal Aid Society.
- **August 31** - starting date for acceptance of applications from non-intern applicants for the Fall 2013 Criminal Defense Class. It is a good idea to apply early!
- **September - November 2012** - on-campus interviewing for 2Ls seeking summer internships
- **November 1** - deadline for all early offer applications for the Fall 2013 Criminal Defense Class. Candidates who do not receive early offers may still be considered for the Fall 2013 Criminal Defense Class.
- **December 1** - deadline for 2Ls seeking summer internships for all Practices. Applicants are considered on a rolling basis.
- **December 15** - deadline for all non-early offer applications for the Fall 2013 Criminal Defense Class
- **January 1** - deadline for all applications for the Fall 2013 Juvenile Rights Class
- **January 31** - approximately 10 early offers for the Fall 2013 Criminal Defense Class and notification to all others who are deferred to the April/May regular decision period
- **February 15** - deadline for 1Ls seeking summer internships for all Practices
- **April/May** - regular decision period to fill the Fall 2013 Criminal Defense Class

**Rolling Applications** - for Juvenile Rights Practice or Criminal Practice openings that need to be filled during the fiscal year and for Civil Practice openings in response to periodic posted openings

**Tips on Criminal Hiring:**

- 2012 Hiring: 10 Early Offers in January, Hired 30 in May, Hired 30 in June (due to extra funding)
- 2012 Process: 4,000 Applicants; 350 Borough Interviews; 150 Final Round Interviews with Seymour James, Attorney in Charge of the Criminal Practice
- 50% Diverse Hires
- 2013: first year to offer preference for hiring from 2L summer interns.
- Even a 1L DA experience can be challenging for an applicant since so many applicants have extensive defense and related experience both before and in law school.
- Work with children that includes juvenile defense/delinquency cases (for ~14-15 year olds) is considered public defender experience. Non-criminal work is not.
- Defender experience in law school matters!

**Tips on Civil Division Hiring**

- 2012 Hiring: No hires yet.
- 2013 Hiring: No direct hires expected, only Fellowships
- Seeking Post-Graduate Fellowship with LAS
  - Fellowship Application will be posted Mid-July 2012
  - They will be looking for up to a maximum of 3 Skadden fellowship partners, maybe a couple of others
  - Two Key Qualities they are looking for:
  - Is the student a good potential fellowship candidate?
  - Do they have a project that is rooted in the Legal Aid Society mission/flexible about working with LAS on the project
  - At least one fellowship this year will be around LGBT issues
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- Example of successful project: One of the 2012 Fellowships was around bringing a more holistic aspect to the issue of housing for the homeless (see Skadden site) that fit well with the Bronx office – housing is great because it cuts across the LAS client need – it was important for the fellowship candidate to be flexible about where in housing the project would go.

Tips on Juvenile Rights Hiring
- 2012 Hiring: 4 Hires with offers made in June/July
- 2013 Hiring: Timing will be similar. Number will not be known until the budget is released in May/June.

Tips on Intern Hiring
- 50% Diverse Interns
- All intern hiring will be made on a rolling basis

General Tips
- Always PDF APPLICATION Materials
- Have a professional voicemail message
- Do not have long unexplained gaps on your resume; use your cover letter if necessary