



Alison Monahan: Welcome back to the Law School Toolbox podcast. Today, we're talking with ex-BigLaw recruiter, Sadie Jones, about what to do if OCI didn't go as planned, and you did not end up with an offer at a firm. Your Law School Toolbox host is Alison Monahan, and typically, I'm with Lee Burgess. We're here to demystify the law school and early legal career experience, so that you'll be the best law student and lawyer you can be.

Together, we're the co-creators of the [Law School Toolbox](#), the [Bar Exam Toolbox](#), and the career-related website, [CareerDicta](#). I also run [The Girl's Guide to Law School](#). If you enjoy the show, please leave a review or rating on your favorite listening app, and if you have any questions, don't hesitate to reach out to us. You can always reach us via the [contact form](#) on LawSchoolToolbox.com, and we would love to hear from you. With that, let's get started.

Welcome back to the Law School Toolbox podcast. Today, we're talking with ex-BigLaw recruiter, Sadie Jones, about what to do if OCI doesn't go as planned, and you do not end up with an offer. Welcome, Sadie.

Sadie Jones: Thanks for having me back.

Alison Monahan: My pleasure. Unfortunately, not every person who participates in OCI ends up with an offer from a firm. Is there any chance that people who struck out at OCI could still end up being summer associates?

Sadie Jones: I do think there is. I think it's not as easy if you went through the process and wound up without a job, but I definitely don't think it's over, and I think it just takes a lot more work on your part to try to get something.

Alison Monahan: What do you think the odds are? Are we talking 5%, 20%, 50%?

Sadie Jones: I would say probably 10 to 20% at a firm.

Alison Monahan: Right, like a large firm.

Sadie Jones: I think the odds of getting ... Yeah, exactly. I think the odds of getting a job, I think you should be able to, 100%.

Alison Monahan: Right. Well, the reality is, most law students do not get their summer positions through OCI, and most of them get a job, so there's got to be some way to find something.

Sadie Jones: Exactly. But I think big law or even a smaller law firm, I think there's still a decent chance. And a lot of it can depend on how much work you're willing to put in.



- Alison Monahan: Yeah. I think this is where the hustle comes in. I mean, the OCI process doesn't involve that much hustle, let's be honest. But if you strike out there and you really want to make this happen, now you're going to have to put in quite a bit of effort.
- Sadie Jones: Absolutely, and I was going to say that I think OCI can make it seem sort of easy in a way, especially if you're at a good school and you're looking at big firms. It's all kind of done for you.
- Alison Monahan: Right.
- Sadie Jones: So I think this is the part where you have to sort of reevaluate and say, "How am I going to put in the work and make this happen?" If this is what you really want. You have to really want it at this point to make it happen.
- Alison Monahan: I think that's fair. I mean, the easier path would just be to say, "Oh well, I'll just find something else," and there's nothing wrong with that. I think this is a good opportunity for people to take stock and really say, "Okay, is this the path I want to follow?" [The money can be appealing, but there are downsides](#). And like we've talked about on another podcast, [this isn't just a summer job](#). This is really setting you up for your post law school career, and if big law is not something you want, this might be a good time to reevaluate that.
- Sadie Jones: Yeah, and I think you can really look at what happened in the process, what your mindset was, how you ended up here, and what you really want, because sometimes it can kind of be revealing about that. I also think that it's not the end of the road if you do still want it, and if you want it later, if you want to try something else now, it's not like your career only has one direction if this is what happens during OCI. I think there's still room to change it. But I think it is a good time to try to at least see what you want for the next few years.
- Alison Monahan: I agree with that. I mean, people sometimes think, "These decisions in law school or the outcomes of these processes determine everything about my career." That's just not true. Tons of people take government jobs and then move into large law firms. Lots of different things happen, so if that is something you want, I think all is not lost. Let's put it that way.
- Sadie Jones: Absolutely, and things change. But I think we've said before, the 2L summer is important, so if you do know what you want or you feel like you know what you want, I would say you go after it full-force now.
- Alison Monahan: I agree. I mean, there's no reason not to. You may as well give it your best shot and see how it goes. All right, so what should people do if they're listening to this, they say, "Yes, I'm definitely all in on this. This is what I want. This is why I came to law school." What should they do once they don't have an offer?



Sadie Jones: Well, I think the first thing they should do is talk to their career services office. I know that students will say that different schools have different offices that are more or less helpful, and students have a lot of opinions about that, but I would say whatever you think about it, it's a good idea to start there, because that is the contact for the firms. So, if they're going back to a school or they didn't fill their summer class, that's probably the first place they're going to go, and it's great if you're the first person on the mind of the career services person. And I'm telling that from personal experience at a firm where I did that.

Alison Monahan: Okay. So, for example, say a firm ... I mean, students always think, "Oh, I didn't get an offer." But actually, sometimes the firms don't find people at a school. Maybe you didn't speak with them, you think it's a good fit, and they want someone from this particular school, which frankly, a lot of them do. Maybe there's a high power partner who was an alum of the school and is looking at the summer class going, "Why don't we have someone from school X?" And the recruiter is like, "Well, I guess we'll go find someone from school X." So I think that's a great point, and probably massively overlooked.

Sadie Jones: Yeah, and I think since the financial crisis, a lot of firms have been more conservative on their hiring and conservative on this process, and so even though they might have numbers in mind, they probably make less offers than they used to to get those numbers, and so sometimes, they kind of look at the end of the process and say, "Our percentages weren't exactly what we thought they were going to be. We could definitely take another," and I think what you said is very true, which is that they are looking for people from certain schools a lot of times, and local schools. There is just the top 10 or top 15 schools, but then a lot of firms want someone from schools that are in the area to keep their pipeline going, or the opposite. It could be they haven't had someone from that school in a while, and so they're kind of concerned about that. So, I think that's something to all keep in mind that can make a firm go back and look again.

Alison Monahan: All right, so your advice is ... Should someone make an appointment with career services and just say, "Hey, I struck out at OCI. I want to talk about my next steps," and in that, say, "Oh, I'm still looking, just in case"?

Sadie Jones: Absolutely. And I would also just ask the career services for advice. Part of it is that you want to be top of their mind, and part of it is, you want to see if they can help you. I'm sure they're going to want to talk to you about how the process went, who you've been on, did you get callbacks, how did they go? All of that stuff, because I think they are trying to help you, and you really need to not be defensive here, and to be really open to what feedback you're going to get.

Alison Monahan: I think that's right. I think this is the point where you have to take a step back and look at the process objectively, and really say, "How did I present myself in



this process? Were there things that maybe caused me not to get an offer?" I think particularly in a situation where you've had a number of callbacks, and you haven't gotten an offer as a result, I think at that point, you've really got to start looking at things like interviewing skills, which are things you could get help on.

Sadie Jones: Absolutely. And I think the hard part is you're probably not going to get feedback from a firm.

Alison Monahan: Right, I was going to ask, is it okay to ask them why you didn't get an offer?

Sadie Jones: I mean, you can. You absolutely can, and especially if there was someone that you did connect with or someone you know at the firm. I think maybe you could get some off the record feedback. I think firm policy probably at any of these places is to not give feedback, and I think that can be hard to get. But I also think it's possible, so if you're comfortable asking. But again, be ready for the answer. I have had people ask me for feedback and offered it to them, and then had them take it really poorly or kind of come back with the reasons that wasn't true, and it's sort of like, well, it probably is true, because you didn't get the offer.

Alison Monahan: Right.

Sadie Jones: So it is what we thought, and it is what other people thought. So, I think, like you said, that's especially the case if you did get a lot of callbacks, and you didn't get further in the process. I think it might be different if you didn't get to the callback stage.

Alison Monahan: Right. I mean, I think whatever point you were at in the process, I think you have to look at what prevented you from moving on from there. If you got a lot of on-campus interviews, but you didn't get any callbacks, then you've got to be looking at things like your resume, frankly your grades, were you bidding realistically on firms? All these kind of things. There are different pain points that you could be looking at areas of improvement, let's put it that way.

Sadie Jones: Definitely, and I think ... And that is something you could probably get realistic feedback from a career services person, or other people as well, about whether either you were bidding on firms that were sort of out of your league in some ways, or maybe your grades, your background, it's not going to get you into a BigLaw job right now.

Alison Monahan: Right.

Sadie Jones: And so, that's where I would probably reevaluate and not go through all of it trying to get back to BigLaw, if that's the feedback you're getting, because I think there's still a chance for you to get back there down the line, and definitely



work on improving your grades 3L year and getting good experience and all of that. But if you got past that initial stage, then I think it probably is more about your interviewing skills and what you were giving off during that process.

Alison Monahan: I think that's right. This is something I think you can talk to career services about. You can talk to a [career coach](#), you can work with someone like us. These are things that you want to figure out what the problem is, so that you can correct it going forward, because if you have a problem with interviewing, that's likely to carry over to every type of job interview. You know?

Sadie Jones: Absolutely, and this is the time to do it. I actually think that you should take it as a positive, learning these things now.

Alison Monahan: Sure.

Sadie Jones: Because there are people who got jobs who probably could use feedback on all this stuff, and they're not going to get it. So, I think you should take it as an opportunity.

Alison Monahan: Well, that's always a good approach, right?

Sadie Jones: Yeah.

Alison Monahan: Easier said than done. Of course, it's-

Sadie Jones: Absolutely.

Alison Monahan: True. I mean, I think sitting with the disappointment of this not working out is also an important first step. Sometimes people think, "Oh, well, I just have to move on. Everything's fine. I'll find something." But this is a disappointment, and it didn't work out the way you want, and I think accepting that and sitting with that and talking through that, doing whatever you need to get over that so that you can look at it productively and move on and become a stronger interviewer or a stronger candidate only makes sense.

Sadie Jones: I agree, because I think that if you don't deal with it, it'll come out in other ways. So, you probably will be defensive or bitter...

Alison Monahan: A bitter interviewer.

Sadie Jones: Yeah, and I think the firms and the employers can see that.

Alison Monahan: Yeah, for sure. I mean ...



Sadie Jones: And I also think you don't want it to weigh down your whole law school experience, because I think what we said earlier about people feeling like this is so important and the key to everything, I think can blow it out of proportion, because it doesn't mean that you're not going to be successful in law school, or not going to be a successful lawyer, or any of that.

Alison Monahan: Right. It's a disappointment, and those things happen, and you move on from it. All right, let's get back a little bit to the more practical aspects of how you might be able to hustle your way into a firm job for the summer. [Is it okay for people to reach out to firms directly?](#)

Sadie Jones: I think it is. I think you don't really have much to lose, as long as you do it in an appropriate way. You don't want to be harassing people. You don't want to be following up continually. I can tell you that that gets really annoying, and I think that law students do sometimes do that, because they get frustrated that either they didn't hear back or they didn't hear back quick enough. But I think go to everyone and everyone you're interested in. Obviously not somebody who's already rejected you is another thing. I have had students do that, and that doesn't work. There isn't a second chance at it, at least this summer.

So, do some research about where you're interested in. I think you can do it multiple tacks. I think you can reach out to the recruiter, the hiring partner. You can reach out to maybe lawyers that went to your law school, try to figure out if you know anyone, that sort of thing. It's always going to be better if you have a connection, but it really can't hurt, and I do think that you can hit someone at the right time where, oh, we didn't fill our summer class. Let me take a look at this resume.

Alison Monahan: Yeah, and I think sometimes, I think this point about talking a lot to people, and really thinking about who you know, and not just, oh, how convenient. You know? Your father golfs with the named partner at a firm. I mean, that's probably pretty unrealistic for most people, but you can think strategically about people at your law school. Maybe somebody who as a 2 or 3L summered at this firm that you're interested in, and you chat with him over coffee and you find out that, "Oh, I don't actually think we have anybody from this school yet this year. The recruiting coordinator called me to ask if I know anyone good." I mean, I'm not saying this will happen, but it certainly could.

Sadie Jones: I just think you don't have much to lose except for some of your time and effort, and even if it didn't work out for this summer, who knows where it's going to go in the future? I think we've given that advice before, so I really feel like you have nothing to lose here by doing that, and you have everything to gain.

Alison Monahan: Right.



- Sadie Jones: But I wouldn't be unrealistic about your expectations, but yeah. I do think all that works. You can go through clubs you were in, all sorts of ways that you can find people. Obviously look on your LinkedIn, see if there's somebody you didn't realize was there. All different areas to kind of figure that part out. Also, if you're calling them to help you, you should be taking them to coffee.
- Alison Monahan: Sure.
- Sadie Jones: And it's totally fine you're on a budget, but you can pay for somebody else's coffee.
- Alison Monahan: Right, you don't need to be taking them out-
- Sadie Jones: I think sometimes, people don't realize that.
- Alison Monahan: Yeah, you don't need to take them out to a five star restaurant, but you can certainly take them to the local coffee place. That's a pretty good investment in your future if you can get someone who might be able to help you find a job, and you can take them for a five dollar coffee.
- Sadie Jones: Exactly. And I have had people ask me for advice, and then somehow think I'm going to pay for both of us.
- Alison Monahan: And it's fine if the other person offers and they really seem sincere about it. You can let them pay. I mean, obviously they know they have more money. But you need to make that offer.
- Sadie Jones: Exactly. I think that's all you really need to do there. But I do think those small things in those situations can go a long way. I also think asking the person for advice is always good. People feel good being able to share with you their expertise, what they know, and then make it clear you realize they know more than you. So, I think that's a good approach.
- Alison Monahan: Yeah, and I think always follow up in the situation. You know, thank them for taking the time to meet with you. These are busy people. If you see an article or something that's related to their area of practice, great to send that over. Just, "Hey, I happened to come across this in my clinic. I thought you might be interested." That's the kind of thing that even years down the line is going to keep you top of mind when they do have some position that might be a good fit.
- Sadie Jones: Absolutely. And, like I said, I think there can be a fine line between bothering people and then being diligent about following up and reaching out. I think you can figure out where that is if people aren't getting back to you, or tell you that they're very busy.



- Alison Monahan: Yeah, that's a pretty good indication.
- Sadie Jones: Or something like that. Yeah, and I think people try to be nice, but also I think they can be indirect about it.
- Alison Monahan: Right.
- Sadie Jones: But, kind of pick up on those things.
- Alison Monahan: Yeah.
- Sadie Jones: And I would say stay organized about all this stuff. Keep track of who you've contacted. Make sure that you know who you already talked to at a firm, or who you've reached out to so that you're not doubling your efforts or forgetting somebody, or anything like that.
- Alison Monahan: I agree. I think having a [Trello board](#) or something like that, have a card for each firm, list your contacts, that kind of thing. It seems a little bit laborious, but it's going to help you down the road when you're trying to figure out, "Who is this person, and what did I talk to them about?" One question about reaching out to firms. Do you think it's better to do a scattershot approach, where you just send hundreds of resumes? Or do you think it's better to really focus your efforts on a few that you think might be better candidates?
- Sadie Jones: You know, I think this question might depend on the person and what they're after. If you just, being at a firm is the most important thing and you want to do absolutely everything you can to get there, then maybe you should really apply everywhere. Although, I'd be careful, because it's going to be a lot of work, because I would tailor cover letters and even resumes towards a firm and what they do.
- I think probably for most people, the better approach would be to be more targeted, with the knowledge that this is kind of a hard battle to win. But I think being targeted here can probably help you in terms of actually succeeding. But I think it does depend on how motivated you are, and what you want out of this.
- Alison Monahan: Yeah. I mean, I think typically, the advice is to focus it, but maybe you just want to apply to every firm in a city. One question. Do firms update in the NALP database if they are or are not hiring summer still?
- Sadie Jones: I don't think that you are able to do that. Potentially on the online. You know, there is a printed version that only comes out once a year that you can't update.
- Alison Monahan: Oh, I've never seen that. I've only seen the online.



- Sadie Jones: Yeah. And the online one doesn't let you update everything, at least the last time that I saw it. So, I think that is hard. I also think I wouldn't totally go by that. For example, the form makes firms say whether they're looking for 1Ls. A lot of the times, you just don't know, so you might say yes or no, and it doesn't really mean that you are or you aren't. So, I wouldn't take that as necessarily a sign.
- Alison Monahan: Right.
- Sadie Jones: It is good kind of just word of mouth to ask around. You can a lot of times find out information about how many people are in a firm summer class from other people that had interviewed there or gotten offers there, and you can see, oh, it seems like they got a lot less summers than they did last year, and so that might be worth looking into. Maybe they wanted fewer, but yeah, I think that especially if you're just looking in your city, you can find out a lot of that information by asking around.
- Alison Monahan: And this is something the career services people might know and might be willing to share with you, as well. If you become close with them, they might be able to ... I mean, because they're pretty clearly tracking at least who from the school is getting offers, and they're trying to figure out how the school is doing. So, this is information they're probably highly interested in.
- Sadie Jones: Yes. That's why the first thing I said was to go to them, because I really think they know a lot more than you might realize, and they won't necessary share it with everybody. But I think that's why it's worth making those relationships.
- Alison Monahan: Yeah. You want to be friendly with them, so they're like, "Well, I have heard that firm whatever might still be looking." Like, all right, get that resume out.
- Sadie Jones: This might sound silly, but bake some cookies and bring them over.
- Alison Monahan: Exactly. Make friends.
- Sadie Jones: People love baked goods. I can't tell you how much that has gotten me in my career, and it sounds maybe strange, but I really think it makes a difference.
- Alison Monahan: Yeah. I mean, absolutely. I'm friendly with various career services people, and they're often like, "Hey, nobody ever comes to see me. I feel lonely here."
- Sadie Jones: Yeah, exactly.
- Alison Monahan: You could be that person that they're going to try ... Because let's face it, they're going to try harder to help you if it's somebody that they feel personally invested in.



- Sadie Jones: Right. So, the advice really would be to start this relationship earlier, but I don't think it's too late. If you haven't been close with them and now you're looking, that's still okay.
- Alison Monahan: Yeah. I mean, it's still early.
- Sadie Jones: Yeah. I think be genuine, be friendly, and that's always a good way to go.
- Alison Monahan: All right. Well, let's shift gears a little bit. Let's assume for whatever reason, a traditional summer associate position just isn't going to happen this summer. What should people be thinking about or doing now? I mean, assuming that's the case.
- Sadie Jones: Well, my top piece of advice, because I recently saw a 2L that did not get a job, and kind of stopped looking, is that that is never okay.
- Alison Monahan: Right. The key is, you've got to get some type of legal experience after your second year, even if it's not exactly what you hoped for.
- Sadie Jones: Even if it's unpaid.
- Alison Monahan: Right.
- Sadie Jones: Which is obviously not going to be your top choice, but you need something on the resume, because I can't stress how strange that is going to look down the road. You're going to really have to have a strong explanation for why that happened.
- Alison Monahan: Yeah, and I think something like, "Oh, I studied abroad," is not a good enough reason.
- Sadie Jones: Yeah. I agree. I think that that is not a good approach. I guess there are people who study abroad for part of the summer, and then are still able to get a job if it's just a few weeks. But yeah, that's not a reason, or you took a class is not a good reason. So, you really need to find something. So, you kind of have to now take a different approach.
- Alison Monahan: Right. I think at this point, you've accepted this summer associate position is not going to happen. Maybe you're coming to terms with the fact that you're probably not going to get paid. I mean, a lot of schools do offer stipends, so I think that's something that you want to be looking at; what do I need to do to get this? What type of job does it cover? What is the process? Just to make sure. I mean, it's better to have at least your living expenses covered by the school, if nothing else.



And other places, sometimes you can find even scholarships and things outside of the school. But I think this is the time you've got to plan essentially your non-big firm, non-firm job strategy. So, what are some things people can do?

Sadie Jones: I think you now have to figure out different areas. It might be public interest work, there might be positions with judges. There might be something working with a professor. There might be other roads, other options. And in a way, what you might be looking at is more of some of the things you were looking at 1L year as a 2L. But what you have to offer, then, is that you have more experience and knowledge than you did as a 1L in some of these jobs. So, I do think you could be appealing to people outside of big firm law firms. Another approach is just smaller law firms, like a family firm, that sort of thing.

Alison Monahan: Yeah, and I think certain schools I know have job fairs after the OCI process, and a lot of the people coming to that are smaller firms, even mid-sized firms in some cases who don't do the whole OCI process, but they are interested in hiring people from this particular school. Also, there are public interest job fairs. Those often times tend to be a little bit later, more like February, March, and they tend to be more city-wide. I know in New York, there was a big one. I think a lot of cities have them, so these are things you need to start researching.

That's not to say you should wait until March to start applying for these jobs, but it could be a good option to have in your back pocket if you haven't found something by then. You also might want to look at minority job fairs that exist in a lot of places. This is the time you really need to do research and figure out, "Okay, if I haven't found something by date X, I'm going to go to this job fair, and these are some things I might be interested in."

Sadie Jones: And I also think here, you have to think about how you're marketing yourself, how you're selling yourself for these, because you are in these cases maybe competing with people who have more experience and have always been looking for something in that area. They've been preparing for it and you haven't, because you thought you were going to get a BigLaw job. So, I would probably adjust my resume, my cover letter, maybe even do something in terms of volunteer or something else-

Alison Monahan: Yeah, pro bono.

Sadie Jones: ... or a club, whatever it is to get yourself there. Because some of these alternative jobs can also be competitive in a different way.

Alison Monahan: Oh, for sure.

Sadie Jones: So I think that's something you want to think about, is what is your story, and how do you have to change tack from where you were before?



Alison Monahan: Right, and are there classes that you might want to be taking so at least when somebody turns to you and says, "Well, it doesn't really look like you're interested in this topic," you can say, "Well, actually, I am interested in it. That's why I'm talking to you, and I'm taking this class, and I'm doing this type of pro bono work to get experience." It doesn't have to be huge. You just have to have something.

Sadie Jones: Absolutely. The other hidden thing that I think some people don't know about is there are schools that do a 1L/winter OCI. At a big firm, I've actually gone to those before, and you can be a 2L a lot of times in reviewing ... during that time, also.

Alison Monahan: Really?

Sadie Jones: Or at least it's open to you. Yeah. So it kind of depends. I'm not saying that this is extremely common.

Alison Monahan: Like a high odds option.

Sadie Jones: Yeah, but I think you can basically put your name in and then a firm can filter you out. A firm can say that they're only looking for a 1L, but there are firms that, like I said, haven't found somebody and so are doing another interviewing process. So, at least it's worth looking into.

Alison Monahan: Yeah, I think at some point, people just have to be a little bit careful about where they're spending their time. If you're spending all your time-

Sadie Jones: Yes.

Alison Monahan: ... chasing a job where the odds are really low, maybe that time should be better spent looking at mid-sized places or other options. Things like looking at job boards, whether it's in your city, maybe at the bar association, different organizations, student groups, school. That might be a better way to spend your limited time than chasing this very, very elusive summer associate position.

Sadie Jones: Absolutely. I think you should only do these things if it kind of just ... you know, looking and seeing what's available at your school, or like we had said, if there's certain firms you're looking at. And there is a point in the year where you have to say, "Okay, this definitely isn't happening." And so now the-

Alison Monahan: What is that point?

Sadie Jones: I think probably the end of fall.

Alison Monahan: Okay, so October, November?



Sadie Jones: Going into ... Yeah, November.

Alison Monahan: Okay, so at that point, basically-

Sadie Jones: I think there's still a chance before then.

Alison Monahan: Okay, so basically by-

Sadie Jones: At that point ... Yeah.

Alison Monahan: By the end of the first semester at the latest, the firms are pretty much settled on their summer classes. They're not looking to hire. Is that accurate?

Sadie Jones: I think that's accurate.

Alison Monahan: Okay.

Sadie Jones: There's always exceptions here and there. And I think if you've been in touch with people, it's not like I'm saying you should cut off.

Alison Monahan: Right.

Sadie Jones: Still [try to network](#), because again, you're looking at the future also.

Alison Monahan: Right. But basically-

Sadie Jones: But like you said, I wouldn't put the effort into it.

Alison Monahan: If you don't have something by the end of that semester, you probably should move on to other ideas.

Sadie Jones: Yeah, and I think at that point, your most important goal is finding something to put on your resume that's going to give you some experience that you're going to be able to talk about, that is going to be something that you can talk about when you're looking for a job the following year.

Alison Monahan: Yeah, and I think looking at the type of experience you might be getting and things like that. The reality is, sometimes these other jobs can actually give you more hands-on experience than you would get at a firm, where you're not going to be taking or defending or doing a deposition. I mean, not that you would necessarily as a 2L anyway, but if you're working for the public defender's office or the DA's office, something like that, you're going to be in court. You're going to be doing a lot more stuff than you might be in another, more prestigious role.



- Sadie Jones: Yeah, and I think ... I mean, almost all of these jobs are going to give you some experience.
- Alison Monahan: Oh, yeah, for sure.
- Sadie Jones: You know, doing something that you can talk about. And I think the other thing to think about is how am I going to make the most of whatever it is? So even if it was your last choice.
- Alison Monahan: Yeah, exactly. You need to go in expecting, okay, this is going to be awesome. I'm going to learn a lot. I'm going to show them that I'm really useful. And who knows? There are a lot of stories of people saying, "Oh, I didn't get my first choice position, and then I took this other job, and it turned out that I really liked it." So, you've got to be open to different ideas here.
- Sadie Jones: Yeah, and I think some of it, kind of like what you were talking about with what's the point where you realize you're not getting the BigLaw job. Some of your criteria might change as the year goes on, if you're still not finding something.
- Alison Monahan: Right.
- Sadie Jones: The most important thing is really to have something by the end of it, and I really think that if that's your goal, you 100% can find something.
- Alison Monahan: Oh, absolutely. Don't be shy here. [Talk to everyone](#). You talk to your professors, we mentioned career services. We have somebody that we've talked with who mentioned she was a West Law rep or something like that, and mentioned to the person who's her supervisor that she was looking for work for the summer, and the supervisor was like, "Oh, I have a good friend who's looking to hire someone. Would you like to talk to them?" Answer? "Yes." So you just don't know. Your professors may know lots of people. They may know judges who are hiring. They may personally be hiring for different things. The more that you put out there what you're looking for, I think just the more you're going to get back as options.
- Sadie Jones: Absolutely, and I think it is always a better approach for it to be personal. That's why the networking is so important. Sending things out to law firms, and wherever, just sending your resume is fine. But you're more likely to be successful if there's your face, and someone's met you, and someone's spoken to you, or they know someone you know. That's always going to be the better approach.
- Alison Monahan: The virtual stuff is kind of step 1A, but we've got to get beyond that. So you need to be looking at things like, what is the bar association ... are they putting



on events? Are there CLE trainings in an area that you're interested in? That's a great way to go and meet people who would not ever interact with you otherwise, because everyone's there for the same reason; they're interested in learning about this topic, and there are all these coffee breaks and typically lunch, things like that. So, I think that's actually a massively under-used resource, and often times, if you tell them you're a law student and you're not really getting credit, they might let you audit for free. If you get creative, you can go find a lot of options for networking.

Sadie Jones: Absolutely, and I think a lot of law students don't take those opportunities. So, if you take all those opportunities, you are going to stand out.

Alison Monahan: For sure. Oh, another one that is totally under-used, a lot of schools will pay for you to attend a conference. If there's a conference in an area of interest, that is a fantastic way to go have an interesting couple of days, meet tons of people who are interested in the same thing. That would be probably one of the things I would be thinking about if I did not have a job.

Sadie Jones: Absolutely. I mean, I think there's also opportunities to write, to blog, to do things like that to get your name out there, things like that, you know?

Alison Monahan: For sure. You want to stand out. I mean, this point, this is when the hustle comes in. You've got to hustle for this job.

Sadie Jones: Because I think what happens here for law students in this position is sort of what we were talking about, about not dealing with it. Sometimes, it can make them the opposite of hustle, and make them feel sorry for themselves, like kind of think it's hopeless.

Alison Monahan: Right, or ashamed and afraid that they don't have anything to offer, so they don't want to ask anyone.

Sadie Jones: Yeah. So, I think this is where you deal with that, you move on, and then you realize you're going to have to do more work. And maybe you're going to have to do more work than your friends or your classmates who found something early, and that's okay.

Alison Monahan: It's just the way it is, you know? There's not too much point in belaboring it. It's like, "Well, this is a disappointment, but now I'm going to have to come back and do more work and work harder, and be more hustle." Blah blah blah. You either do it or you don't. That's kind of the choice.

Sadie Jones: Yeah, exactly. But I think not doing it here is going to be a lot more detrimental to you long-term in your career.



- Alison Monahan: I agree. Like we said, almost everyone who looks finds something, so it is not hopeless. We're almost out of time, but one last question. Can people try again as 3Ls to get these firm positions, and what would firms be looking at at that point?
- Sadie Jones: They can. I don't want to be overly optimistic about this option here. I think that obviously, if you had a 2L job with another BigLaw firm, you're probably in some ways more interesting to law firms. Although on the other hand, they may assume you didn't get an offer.
- Alison Monahan: Right.
- Sadie Jones: And so, that can be a ding against you. But I still think that there is an opportunity as a 3L. This a lot of times just comes down to a law firm's hiring needs, and again, in the way that I was saying that law firms sometimes don't fill their summer classes 2L year, sometimes less people accept the permanent offers after 2L year. And so, they're in a situation where they are looking for 3Ls. So, this is where whatever you did during that summer is going to definitely come into play, because you're going to have to make the case that this was something that gave you really great experience, and going to have to explain a little bit about how you ended up where you are and why you're interested in that.
- Alison Monahan: Yeah, and I think if you see an upward grade trend as a 2L and maybe you did something that's particularly relevant to the area of expertise, you interned at the SEC or something, I think you can sell it, but it's probably pretty unlikely. Also, if you're going to clerk for a judge, some firms will take you on pre-clerkship, so that can also be a way. If a judge has signed off on you being amazing, they might be willing to take a second look at you, if you're going to be in their city or something like that.
- Sadie Jones: I agree. I mean, that for sure, because law firms love clerks.
- Alison Monahan: Right.
- Sadie Jones: So, I think that would be a reason that they would look at you. I think you just have to look objectively at your credentials and how they're going to view you, and so what is going to make you appealing to them as a 3L? Firms do say whether they're looking for 3Ls, so you do sort of have that information. You just have to be thinking, "I'm going to be potentially competing against people who summered at a firm, and I didn't."
- The other thing is, I think ... Let's say you did government work, or public interest work in some way. You could kind of make the case that you thought you wanted to go in that direction, and now you don't. But I think that also is



going to be something you'd have to sell to them, because they're always kind of suspicious.

Alison Monahan: Right, they're probably going to ask you if you did OCI last year.

Sadie Jones: Yeah. So, I think you're going to need an answer to that.

Alison Monahan: Right.

Sadie Jones: But I think it's all possible. I definitely hired 3Ls before, and I've hired 3Ls that didn't have offer of jobs. But I think if it really was a grades issue, then you need to work very hard to make sure that you're improving.

Alison Monahan: Right. Substantially, hopefully.

Sadie Jones: Yeah.

Alison Monahan: All right. Well, Sadie, thanks so much for joining us.

Sadie Jones: Thanks for having me.

Alison Monahan: My pleasure. With that, we are unfortunately out of time. If you'd like more career help or the opportunity to work directly with us, you can check out [CareerDicta.com](https://www.careerdicta.com). If you enjoyed this episode of the Law School Toolbox podcast, please take a second to leave a review and rating on your favorite listening app, because we would really appreciate it. And be sure to subscribe, so you don't miss anything.

If you have any questions or comments, please don't hesitate to reach out to Lee or Alison at Lee@LawSchoolToolbox.com, or Alison@LawSchoolToolbox.com. Or, you can always contact us via our website [contact form](https://www.lawschooltoolbox.com/contact-form) at [LawSchoolToolbox.com](https://www.lawschooltoolbox.com). Thanks for listening, and we'll talk soon. Good luck finding that job.

RESOURCES:

- [Podcast Episode 132: What's BigLaw Really Like? \(w/Sadie Jones\)](#)
- [Podcast Episode 147: Top Summer Associate Mistakes and How to Fix Them \(w/Sadie Jones\)](#)
- [CareerDicta Career Coaching](#)
- [Podcast Episode 126: How to Get People to Help with Your Job Search \(w/Sadie Jones\)](#)
- [Trello](#)
- [Hey, Law Students: Here's How You Network](#)
- [Say "Yes!"](#)