

Law Firms Offering Post-Graduate Public Interest Fellowships

**Opportunities for Graduating Law Students,
Judicial Clerks, and Practicing Attorneys**



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By Laura Noel, August 2005
Updated by Catherine Leary, July 2008

Law Firms Offering Post-Graduate Public Interest Fellowships

What Are Firm Sponsored Post-Graduate Public Interest Fellowships?

Several law firms have instituted fellowships that enable graduating law students, judicial clerks, and practicing attorneys to seek exciting public service opportunities within nonprofit organizations, governmental agencies, or private sector pro bono offices for a defined period of time. Many public interest employers use post-graduate fellowships to hire attorneys on a temporary or trial basis for one or two years.

Many variations of the public interest fellowship exist. Typically, the firm offers a graduating law student or judicial clerk the opportunity to work in a public interest organization for a specified period of time (usually one or two years) while paying the fellow's salary and benefits. Often, once completing the fellowship, fellows are offered the option of joining the firm with full seniority or continuing with the public interest organization if a position is available. Other firms offer fellowships in which the fellow is employed as a firm associate but only works on pro bono matters. Many firms place restrictions on the public interest organization chosen, the geographical location of the firm's office or public service organization, the number of fellows they will consider sponsoring, and pre- or post-fellowship obligations. *HLS students should set up an appointment with Judy Murciano, the Fellowships Director in OPIA.*

* Indicates the entry was last updated June 2007. All other entries updated July 2008.
Please check directly with each firm for details.

BALLARD SPAHR ANDREWS & INGERSOLL, LLP

Mary Gay Scanlon, Esquire
Executive Director - Pro Bono Program
1735 Market Street, 51st Floor
Philadelphia, PA 19103-7599
(215)-864-8912
scanlonm@ballardspahr.com
<http://www.ballardspahr.com>

Description: Ballard Spahr offers new associates the opportunity and funding to work for a public interest legal organization for one year.

Number of Positions: Multiple

Term: 1 year

Stipend: Stipend provided

CHADBOURNE FELLOWSHIP

Chadbourne & Parke, LLP
Phoebe A. Wilkinson
Chair, Pro Bono Committee
30 Rockefeller Plaza
New York, NY 10112
(212) 408-5100
Fax: (212) 504-6666
pwilkinson@chadbourne.com
<http://www.chadbourne.com>

Description: Chadbourne will hire an attorney who, after an orientation period at its New York office, will work for 16-18 months at The Door Legal Services Center. During the Fellowship period, the Chadbourne Fellow will be a full-time employee of the firm, receive firm benefits and have an office at the firm in addition to space at The Door Legal Services Center. The Fellow will be expected to report regularly to Chadbourne on the work being done at The Door and to attend firm meetings and social functions. At the conclusion of the Fellowship, it is Chadbourne's hope that the Fellow will remain at the firm and undertake a regular workload in a practice area of the Fellow's choice.

Number of Positions: 1

Term: 1 – 1 ½ years

Stipend: Firm scale

COVINGTON & BURLING HOWARD C. WESTWOOD FELLOWSHIP

Covington & Burling, LLP

Anne Coffey Proctor, Esq.

Pro Bono Counsel

1201 Pennsylvania Avenue, N.W.

Washington, DC 20004-2401

(202) 662-6513

aproctor@cov.com

<http://www.cov.com>

Description: Two graduates of DC area law schools are selected each year by the director of the DC-based Neighborhood Legal Services Program (NLSP) for one-year assignments.

Number of Positions: 2

Restrictions: For graduates of Washington, DC area law schools

***inMotion FRIED FRANK FELLOWSHIP PROGRAM**

Fried Frank Harris Shriver & Jacobson, LLP

1 New York Plaza

New York, NY 10004

(212) 859-8000

Fax: (212) 859-4000

fellowship@friedfrank.com

<http://www.friedfrank.com>

Description: inMotion Fellows work at Fried Frank's New York office for one year, and then spend one year representing battered women seeking orders of protection, divorces and child custody at inMotion's New York offices. Fellows are then offered the opportunity to return to Fried Frank's New York litigation department as third year associates.

Number of positions: 1

Term: 1 year

Stipend: Fried Frank and inMotion scales

***MALDEF FRIED FRANK FELLOWSHIP PROGRAM**

Fried Frank Harris Shriver & Jacobson, LLP

1 New York Plaza

New York, NY 10004

(212) 859-8000

Fax: (212) 859-4000

fellowship@friedfrank.com

<http://www.friedfrank.com>

Description: MALDEF is a leading Latino litigation, advocacy, and educational outreach institution. Fellows will spend two years as litigation associates in Fried Frank's New York office and then two years at MALDEF's Los Angeles regional office, unless there are compelling reasons that would require placement in another regional office. At the end of the program, subject to successful performance, fellows will have the option of returning to Fried Frank with full seniority or returning to MALDEF. MALDEF makes every effort to retain Fellows, but openings are limited and there may be no staff attorney positions available.

Number of positions: 1

Term: 4 years (2 at Fried Frank and 2 at MALDEF)

Stipend: Fried Frank and MALDEF scales

Application Process: Submit complete application form, resume, law school transcript, 2 letters of recommendation, legal writing sample, and a 500 word essay on why you want to be a MALDEF Fried Frank Fellow.

APPLICATION DEADLINE: November 1

***NAACP-LDF FRIED FRANK FELLOWSHIP PROGRAM**

Fried Frank Harris Shriver & Jacobson, LLP

1 New York Plaza

New York, NY 10004

(212) 859-8000

Fax: (212) 859-4000

fellowship@friedfrank.com

<http://www.friedfrank.com>

Description: The NAACP LDF's fundamental mission is to transform the promise of equality into a social, economic, and political reality for all people. Fellows spend two years as litigation associates in Fried Frank's New York office and then two years at LDF's New York headquarters. At the end of the program, subject to successful performance, Fellows will have the option of returning to Fried Frank with full seniority or remaining at LDF. Full-time legal staff positions at LDF depend on openings and LDF's need as the time of the fellowship's completion.

Number of Positions: 1

Term: 4 years (2 at Fried Frank and 2 at LDF)

Stipend: Fried Frank and NAACP scales

Application Process: Submit an application form, resume, law school transcript, law school recommendation, employer information, legal writing sample, and a 500-word essay on why you want to be a LDF Fried Frank Fellow.

APPLICATION DEADLINE: November 1

***JOHN J. GIBBONS FELLOWSHIP IN PUBLIC INTEREST & CONSTITUTIONAL LAW**

Gibbons, Del Deo, Dolan, Griffinger & Vecchione, LLP

One Riverfront Plaza

Newark, New Jersey 07102-5496

(973) 596-4500

Fax: (973) 569-0545

<http://www.gibbonslaw.com>

Description: Firm sponsors a two-year Gibbons Fellow who, together with the law firm, undertakes public interest and constitutional law projects and litigation. Gibbons Fellows are full-time associates of Gibbons, Del Deo, Dolan, Griffinger & Vecchione. Requests for representation

or advice are considered from all sectors, public and private. Upon completion of the fellowship, each Gibbons Fellow is given the opportunity to remain at the firm as an associate with full seniority. Continuation with the firm also allows follow-through participation in projects begun during the Fellowship. The Fellowship is a vehicle to address urban issues, individual rights and social concerns.

Number of positions: 1 Fellow hired each year

Term: 2 years

Stipend: \$75,000 per annum for each of the two years of the Fellowship, plus law school loan forgiveness

Application Process: Applications can be found online and must include an official law school transcript, 2 letters of recommendation, resume, and writing sample.

APPLICATION DEADLINE: January 18, 2007

CHESTERFIELD SMITH FELLOWSHIP PROGRAM

Holland & Knight

Dewanna Planter

Community Service Team Administrator

2099 Pennsylvania Avenue, N.W., Suite 100

Washington, DC, 20006

(202) 457-5928

Fax: (202) 955-5564

dewanna.planter@hkclaw.com

<http://www.hkclaw.com/id44/>

Description: Participants in the Chesterfield Smith Fellowship Program will join Holland & Knight's Community Service Team upon graduating from law school and after completing a clerkship and will work full-time for two years primarily on pro bono matters. They also work on selected cases for our paying clients. After serving on the Community Services Team, Smith Fellows begin working in one of the firm's practice areas as a third-year associate. Smith Fellows will receive the same compensation and benefits as other associates and advance within the firm on the regular partnership track, but are expected to perform at least one hundred hours of pro bono work each year during their time at Holland & Knight.

Number of positions: Varies

Term: 2 years

Stipend: Firm scale

Application Process: The firm will interview and select candidates as positions become available.

HOWREY/GEORGETOWN PRO BONO FELLOWSHIP

Howrey, LLP

Rachel Strong

Pro Bono Partner

1299 Pennsylvania Avenue, N.W.

Washington, DC 20004

(202) 383-7083

strongr@howrey.com

<http://www.howrey.com>

Description: In 2005, for the first time, the firm hired a recent Georgetown University Law Center graduate who has a two-year fellowship to help the firm manage its pro bono programs. The attorney works on pro bono cases and also assists in coordinating pro bono efforts in all firm

offices. The firm will hire two more fellows, each for two-year terms, after this fellowship has concluded.

Number of Positions: 2

Term: 2 years

Restrictions: Open to Georgetown law students only

***THE HUNTON & WILLIAMS PRO BONO FELLOWSHIP**

Hunton & Williams
Riverfront Plaza, East Tower
951 East Byrd Street
Richmond, Virginia 23219-4074
(804) 788-8200
Fax: (804) 788-8218

<http://www.hunton.com/home.aspx>

Description: Hunton & Williams maintains four pro bono fellowship positions, in Richmond, Virginia, Atlanta, Georgia, Smithfield, North Carolina, and Miami, Florida for attorneys whose time is entirely committed to pro bono work. As a member of the litigation team, each Fellow spends a great amount of time in the courtroom and serves as a useful resource for other attorneys seeking assistance on pro bono matters.

Number of Positions: 2

Term: 2 years, beginning in October

Stipend: Competitive entry-level salary for legal aid attorneys; standard associate benefits; \$10,000 law school debt repayment.

FIRST YEAR PUBLIC SERVICE FELLOWSHIP

Katten Munchin Rosenman, LLP

Jonathan K. Baum
Director of Pro Bono Services
525 W. Monroe Street,
Chicago, IL 60661-3693
(312) 902-5479
Fax: (312) 577-8672
jonathan.baum@kattenlaw.com
<http://www.kattenlaw.com>

Description: Participants in the program are hired by the law firm, but spend their first year working for a public interest organization. They are then guaranteed a slot to join the firm beginning with their second year. The first fellowship recipient spent her first year as an attorney working full time for the Chicago Lawyers Committee for Civil Rights Under Law, Inc. Subsequent recipients have spent, or will be spending, their first year at the National Immigrant Justice Center, Northwestern University School of Law's Small Business Opportunity Center, and the Roger Baldwin Foundation of ACLU, Inc.

Number of Positions: Limited

Term: 1 year

Stipend: Katten Muchin Rosenman will donate funds to the designated public interest legal organization equivalent to half of what a first year associate would make at the firm, plus additional money to cover employment taxes and benefits. The public interest organization then uses that money to pay the program participants. When the participants return to the firm the following year, they will be paid the remaining half of their first year salary, plus the difference

between a second and first year salary. They will be full-fledged second year associates, with comparable seniority and benefits, and will return to full salary their third year.

Application Process: Interested candidates must first work as a summer associate at the firm. Once a full-time offer has been extended in the fall, students should express interest in the First Year Public Service Fellowship to Jonathan Baum, Director of Pro Bono Services.

***NELSON MULLINS CENTENNIAL FELLOWSHIPS**

Nelson Mullins Riley & Scarborough, LLP

1320 Main Street
Columbia, SC 29201
(803) 799-2000
Fax: (803) 256-7500

<http://www.nelsonmullins.com>

Description: The firm sponsors fellowships at legal services offices located in the states and districts where the firm has offices. The positions last for one year, and are limited to children's issues. While most fellowships have been attorney positions, last year the firm funded summer associate positions in the District of Columbia and all states where the firm has offices. The firm also provides mentors to the fellows during their term.

Number of Positions: 5

Term: 1 year

Restrictions: Must work in area with Nelson Mullins office; must work on children's issues.

THE STIMSON FELLOWSHIP

Pillsbury Winthrop Shaw Pittman

2300 N Street, N.W.
Washington, DC 20037-1128
(202) 663-8394
Fax: (202) 663-8007

<http://www.pillsburylaw.com>

Description: The Stimson Fellowship allows incoming associates the opportunity to spend a year at a public service organization. Recipients of these fellowships have worked to overcome opposition to affordable housing, advocate for the homeless and the developmentally disabled, provide information on workplace rights to immigrants, and coordinate youth employment law projects.

Number of positions: Varies

Term: 1 year

Stipend: Associate salary

Application Process: Must first be accepted as an associate at the firm.

THE SKADDEN FELLOWSHIP

Skadden, Arps, Slate, Meagher & Flom LLP & Affiliates

Ronald Tabak
Special Counsel, Firm-wide Pro Bono Coordinator
Four Times Square
New York, NY 10036-6522
(212) 735-2226

rtabak@skadden.com
<http://www.skadden.com>

Description: The Skadden Fellowship Program offers at least twenty-five two-year fellowships in civil public interest matters each year. The aim of the program is to give Fellows the freedom to pursue public interest work; thus, the Fellows create their own projects at public interest organizations with at least two lawyers on staff before they apply. Fellowships are awarded for one year, with the expectation of renewal for a second year. Skadden provides each Fellow with a salary (for the class of 2008, the salary is \$46,000) and pays all fringe benefits to which an employee of the sponsoring organization would be entitled. For those Fellows not covered by a law school low income protection plan, the firm will pay a Fellow's law school debt service for the tuition part of the loan for the duration of the fellowship.

Number of Positions: at least 25

Term: 1 year, expected to be renewed for 1 additional year (typically 2 years total)

Stipend: \$46,000 plus benefits

Application Process: Application available online at <http://www.skaddenfellowships.org/>

APPLICATION DEADLINE: October 6, with notification of fellowship offers occurring on December 8

***SHESTACK PUBLIC INTEREST FELLOWSHIP**

Wolf, Block, Schorr and Solis-Cohen

1650 Arch Street, 22nd Floor

Philadelphia, PA 19103-2097

(215) 977-2000

<http://www.wolfblock.com>

Description: The Shestack Public Interest Fellowship was launched in 1998 to address the shortage of attorneys working on behalf of underserved populations in Philadelphia. Recognizing that many obstacles prevent attorneys from practicing public interest law, including the dearth of entry-level jobs and daunting debts, the fellowship provides support, training, salary and benefits to a committed young attorney seeking to work in the public interest. The fellow spends half of his or her time working on public interest work and the other half on firm matters.

Number of Positions: 1

Stipend: Fellow is paid equal to an associate of an equivalent year.

Restrictions: Fellow must work in Philadelphia.

Law Firms Sponsoring Multi-Firm Post-Graduate Public Interest Fellowship Programs

What Are Multi-Firm Post-Graduate Public Interest Fellowship Programs?

Several law firms have made significant donations to fellowship foundations that organize large public interest fellowship programs for graduating law students or judicial clerks who seek public service opportunities within nonprofit organizations, governmental agencies, or private sector pro bono offices. Many public interest employers use post-graduate fellowships to hire attorneys on a temporary or trial basis for one or two years.

Typically, interested applicants apply and receive support directly from the fellowship organization itself. Depending on the fellowship, upon completion, fellows sometimes may continue with the public interest organization if a position is available, join the sponsoring firm, or move on to another position. Some fellowships place restrictions on the public interest organization chosen, the geographical location of the firm's office or the public service organization, the number of fellows they will consider sponsoring, and pre- or post-fellowship obligations. *HLS students should set up an appointment with Judy Murciano, the Fellowships Director in OPIA.*

Please check directly with each firm and fellowship organization for details.

EQUAL JUSTICE WORKS FELLOWSHIP

2120 L Street, N.W., Suite 450

Washington, DC 20037

(202) 466-3686

Fax: (202) 429-9766

mail@equaljusticeworks.org

<http://www.equaljusticeworks.org>

Description: As the nation's largest postgraduate legal fellowship, the program addresses the many obstacles that prevent committed attorneys from practicing public interest law and provides financial and technical support to lawyers working on much-needed legal projects. The two-year Fellowships offer salary and generous loan repayment assistance; a national training and leadership development program; and other forms of support. Fellows work on domestic violence, homelessness, community economic development, immigration, civil rights, juvenile justice, employment rights, access to health care, consumer fraud, environmental justice and other critical issues. Equal Justice Works Fellowships seek to develop the public interest law leaders of the future, whether they continue to work in the nonprofit arena or become pro bono advocates in the private bar. Many Equal Justice Works Fellowships are sponsored by private law firms.

Sponsoring Firms: Akin Gump Strauss Hauer & Feld LLP; Arnold & Porter LLP; Baker & McKenzie; Bingham McCutchen LLP; Crowell & Moring LLP; Debevoise & Plimpton LLP; DLA Piper Rudnick Gray Cary; Fenwick & West LLP; Ford Harrison LLP; Greenberg Trauring, LLP; Kaye Scholer LLP; Kramer Levin Naftalis & Frankel LLP; Latham & Watkins LLP; Leonard, Street and Deinard; McDermott Will & Emery; Mintz Levin Cohn Ferris Glovsky and Popeo P.C.; Morgan Miller Blair; Morgan Stanley; Munger, Tolles & Olson LLP; Nixon Peabody LLP; Pillsbury Winthrop Shaw Pittman LLP; Robins, Kaplan, Miller & Ciresi L.L.P.; Steptoe & Johnson LLP; Sullivan & Cromwell LLP; Sutherland Asbill & Brennan LLP

Number of Positions: 100

Term: 2 years

Stipend: \$39,000 a year paid by Equal Justice Works, and any additional firm payment as well as loan repayment assistance

Application Process: Application is available online at www.equaljusticeworks.org. Additionally, in October, Equal Justice Works begins a selection process in which offers are extended on a rolling basis through January.
APPLICATION DEADLINE: September 16

EQUAL JUSTICE KATRINA LEGAL FELLOWSHIPS PROGRAM

Kelly Wilson
Katrina Initiative Project Manager
2120 L Street, N.W., Suite 450
Washington, DC 20037
(202) 466-3686
Fax: (202) 429-9766
kwilson@equaljusticeworks.org
<http://www.equaljusticeworks.org>

Description: Equal Justice Works has established the Katrina Legal Fellowships Program to send up to nine experienced public interest lawyers to the Gulf Coast for two years, working in the areas hardest hit by hurricanes Katrina and Rita. This new Fellowships Program will place lawyers at organizations located in Louisiana, Mississippi and Texas in order to help the hundreds of thousands of people left without homes, jobs and social services due to the damage from the hurricanes. This program is part of the Equal Justice Works Katrina Initiative made possible through the support of a \$1 million matching grant from the JEHT Foundation.

Participating Law Firms: Debevoise & Plimpton LLP; Greenberg Traurig, LLP; Latham & Watkins LLP; Mintz Levin Cohn Ferris Glovsky and Popeo P.C.; Nixon Peabody LLP; Pfizer Inc; and Sutherland Asbill & Brennan LLP

Number of Positions: 9

Term: 2 years

PHILADELPHIA BAR ASSOCIATION PUBLIC INTEREST FELLOWSHIP

Gene Sirni
Executive Director
1101 Market Street, 11th Floor
Philadelphia, PA 19107-2911
(215) 238-6334
Fax: (610) 519-5144
gsirni@philabar.org
<http://www.philabar.org>

Description: The Philadelphia Bar Association Public Interest Fellowship Program allows an attorney to spend one year with a public interest organization while receiving half of his/her first year salary. The second half of such salary will be paid during his/her first year with the firm. Potential fellows must first be accepted as an associate at the firm and then inquire about the fellowship.

Participating Firms: Ballard Spahr Andrews & Ingersoll LLP; Dechert LLP; Drinker Biddle & Reath LLP; Morgan Lewis, Pepper Hamilton LLP

Number of Positions: Varies

Term: 1 year with public interest organization, 1 with firm

Stipend: Advance on ½ of first year salary

If you know of any other post-graduate public interest fellowships or have updated information on an existing opportunity, please contact the Harvard Law School Office of Clinical and Pro Bono Programs at (617) 495-5202 or fax to (617) 496-2636.