

What Should I Do About My Résumé or Strategies to Maximize My Chance for Law Firm Offers?

This article advises someone with an MBA interested in employment law and working in a law firm. It outlines strategies for crafting a résumé that highlights relevant experience and suggestions for researching firms and networking. There are many labor and employment law firms across the U.S., ranging from major players like Littler Mendelson, Jackson Lewis, and FordHarrison to local options. With the right résumé, networking, and research, finding a job in the employment law sector is possible.

QUESTIONS ANSWERED IN THIS ARTICLE

What should job seekers focus on to maximize their chances of landing an attorney job in a law firm?

Job seekers should emphasize any experience related to employment on their résumé and consider removing their GPA if they went to a top-tier school. Networking is also helpful, as it can help connect people with the right firms specializing in labor and employment law.

What are some of the most well-known companies for labor and employment law?

Some of the more popular labor and employment law companies include Littler Mendelson, Jackson Lewis, FordHarrison, and local firms in each city.

How difficult is it to switch from working in-house in administrative law to a law firm?

It can be challenging to switch and requires the networking to connect with the right firms specializing in labor and employment law. Additionally, job seekers should remove anything on their résumé that doesn't relate to the job they're looking for.

What are the different types of employment law jobs?

There are two main employment law jobs - plaintiff and defense. Plaintiff employment jobs are typically easier to get, while defense requires more research into the market and applying to several firms.

Can an MBA help someone looking for an attorney job in a law firm?

Yes, law firms often seek MBAs as they bring a business-related background to the role. Job seekers with an MBA need to highlight their experience related to employment on their résumé.

I graduated with a JD degree from a top law school with a B plus average, and I'm interested in employment law. I also passed the bar exam. I've got a minimum. Unfortunately, I've not been able to get secure any law firm jobs.

I got offers from quite a few companies for employer relations and manager positions. I have eight years of experience working six years as a paralegal materials and HR. With the current crisis, I feel I should keep my job. But the longer I wait, the harder it will be for me to land an attorney job in a law firm. Can you advise what I should do about my résumé jobs or strategies to maximize my chance for law firm offers?

Okay, the first thing to do is take your GPA off. If you went to a great school--T14 is a great school--that's fine. I don't understand why you got an MBA if you are interested in employment law. But it depends on what type of employment law you're interested in. But if you took any type of employment law classes and so forth in your MBA program, that would be useful. What I'm concerned about with your particular background is most people who get MBAs are interested in doing corporate related work, not litigation or employment law.

Then the other thing about HR that you're doing is that it's not necessarily adverse. You're working for a company. And those are actually very good jobs, by the way, working inside of companies to HR. I know lots of employment attorneys. I know one who worked in a major law firm and then went to work in-house. He is the head of HR now, and it's a very much more lucrative position--better hours and so forth. But the thing is, should you keep your job, or try to get a job in a law firm?

Well, people who get MBAs too, by the way, are typically not as interested in writing and arguing. It sounds

like you did well. I don't know why you are interested in HR or employment law. I would think you might do much better in business-related areas. But typically, law firms love to hire MBAs. You have a couple of different options. You need to highlight anything to do with employment on your rsum.

It is hard to get into a law firm. When you want to do employment law and you are not working in a law firm, and you're working in-house in administrative law, that's a hard switch to make. You can do it. But the way to do it, I think is, I've done some stuff on networking. But before you can network in, you need to get anything off your rsum that looks like it's not related to what they want to do. There are different types of employment law jobs. There are plaintiff employment jobs, which aren't that difficult to get, and there are also defense employment jobs. I don't know which one you're interested in.

But I would think defense, and the way to really find one of those firms is to research in whatever market you want to work in. Apply to lots of them, and you can definitely get a job. If you're in a major US market, there are probably 100 plus firms that do it. You may not get a job in a major firm. But as a general rule, in most cities, there are certain firms that do nothing but Labor and Employment Law. They may be interested in you. You have places like Littler Mendelson, Jackson Lewis, FordHarrison, and more. I mean, there are lots and lots of them. Then, there are also local ones in every city.

So, I would network, but I would also apply to all the firms that do labor and employment--both plaintiff and defense. I don't think you'd have any problem getting a job if you do that.