

## QUESTIONS CANDIDATES MAY ASK OF EMPLOYERS (PRIVATE SECTOR)

While *many* of these questions are answered on a firm's NALP Directory form (N) or on a website (W), you can re-format these questions by asking "Why?" and by asking how the firm plans to deal with the downturn in the economy on any of these issues.

- What is the average annual salary of newly admitted partners?
- How soon will your firm be able to get back to me with the results of this interview?
- What types of clients do you have? (W)
- What sort of work will I be doing as a clerk? (Often, W)
- Do you allow new associates and law clerks to have client contact?
- What types of in-house training programs do you have for clerks/associates? (N,W)
- What type of timekeeping system do you use?
- Will I work for one partner or a group of partners?
- Is it a requirement for partnership that I develop my own client base before elevation to partner? If not, do you expect that requirement to change within the next few years?
- What would my hourly billing rate be if I am a first year associate?
- Are associates allowed or encouraged to do pro bono work? (N, W)
- Will I have my own secretary or will I be sharing a secretary?
- What type of word processing system does your firm use?
- How many female/minority lawyers does your firm have in this office? Firmwide? (N)
- Do associates share in the revenue earned from business they develop?
- Is business development the sole factor in attaining partnership?
- By what objective criteria are clerks and associates evaluated?

### **DON'T ASK THESE IF THE FIRM HAS ANSWERED THEM ON A NALP FORM ([www.nalpdirectory.com](http://www.nalpdirectory.com))**

- How many associates/clerks does the firm expect to hire for the coming year?
- What is the present starting salary for a new associate?
- What would the starting salary be next fall for a starting associate?
- What is the average length of time it takes for an associate to be offered partnership?
- What is the ratio of partners to associates?
- Does the firm pay for continuing legal education, bar or club memberships?
- How many hours a week does an associate normally work at your firm?
- How many billable hours a year do you normally expect an associate to work?
- What are an associate's fringe benefits?

## QUESTIONS CANDIDATES MAY ASK OF EMPLOYERS (PUBLIC SECTOR)

- How soon will you be able to get back to me with the results of this interview?
- [For a general practice legal services office] Do clerks get to work with all of the practice groups? Do clerks get to chose among the practice groups?
- What sort of work will I be doing as a clerk?
- Do you allow new attorneys and law clerks to have client contact?
- What types of in-house training programs do you have for clerks/attorneys?
- What type of timekeeping system do you use?
- How often are attorneys/clerks paid?
- Will I work for one attorney or a group of attorneys?
- If I can be certified under the Student Practice Rule, will I be able to go to court?
- Are attorneys allowed or encouraged to do pro bono work?
- Will I have my own secretary or will I be sharing a secretary?
- What type of word processing system does your agency use?
- How many female/minority lawyers does your firm have in this office? Agency-wide?
- By what objective criteria are clerks and attorneys evaluated?

**NEGATIVES ASPECTS OF YOUR RESUME...** While you may not be comfortable discussing some less than favorable aspects of your credentials in mock interviews with everyone in your section, you must prepare to have these discussions with employers who will ask about gaps in your resume if you have been working for a while, short stints at non-school-year jobs, or, perhaps the most dreaded – grades. Read *Guerilla Tactics* and *The GreenBook* for advice about crafting your answers to these questions, and for techniques for raising these issues and addressing them in a positive light. Then practice your answers with your closest friends *and count them toward your section's Mock Interview* totals. In addition to preparing for tough questions, you'll be gaining momentum toward winning The Fabulous Prize.