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Entry-Level Associates

We hire entry-level associates primarily, but not exclusively, through our summer associate program. In recent years we have had eight to 10 summer associates in our offices for a six-week program. Most arrive mid-May to late-May and complete their term by early July. Frequently, however, some will be with us during July and early August. This program is exclusively for 2-L's, but the size of our program does permit us to maintain a posture of flexibility on start dates and duration of the individual summer associate's term. In recent years offers of full-time associate positions have been extended to about three - fourths of participants in our summer program.

Summer associate positions are filled through on-campus recruiting at several law schools in Texas and from in-office interviews. The Firm typically recruits on campus at The University of Texas School of Law, University of Houston Law Center and South Texas College of Law. Offers are typically extended by mid-October or thereabouts for the following summer, so candidates who cannot be seen for on-campus interviews are encouraged to submit resumes and arrange a time for an in-office interview to be completed before September 30th.

Recent law graduates with superior academic achievement and other such graduates with good law school grades and relevant prior non-legal work experience will, subject to the Firm's needs, also be considered for entry-level associate positions.

NALP Form

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