

Q: How many lawyers will the firm be hiring?

A: We hire two to five attorneys each year, including both recent law school graduates and laterals.

Q: What are the hiring criteria?

A: We seek lawyers with top academic credentials, intellectual inquisitiveness, dedication to working to promote the public good, and professionalism. We believe in providing opportunities for personal and professional growth, a variety of compelling work, and a positive, collaborative environment. We are strongly committed to diversity and have an affirmative action policy in place.

Q: What is your starting salary?

A: Our starting salary for Fall 2006 was \$95,000, plus a signing and other bonuses.

Q: Do you have a billable hours requirement?

A: No, but we have an annual target of 1,600 hours.

Q: How is the firm organized?

A: The firm is managed by a six-person management committee (MC) composed of five elected partners and the executive director. The MC reflects the diverse composition of the firm and includes women and men, as well as both senior and more junior partners. There is no official chairperson; each MC member has an equal vote. Many firms claim to be egalitarian, but we truly are.

Q: Do you have a “mentoring” or training program?

A: Yes. Spiegel & McDiarmid devotes considerable time and effort to professional development. We help associates refine and advance their legal and technical skills through formal and informal training programs and one-on-one work with partners. The programs are intended to give associates the ability to assume significant responsibility early in their careers. Frequent coaching and feedback are other important parts of this effort. Associates are encouraged to enroll in appropriate external seminars and training courses at the firm’s expense and to become involved in bar activities and programs.

Q: Does the firm permit part-time work arrangements?

A: Yes, we periodically have lawyers working on a part-time basis. Situations are evaluated case-by-case.

Q: What else can you tell me about the work environment?

A: Spiegel & McDiarmid offers private practice with a public interest focus. We primarily represent municipalities, cooperative utilities and public agencies in their struggles with corporations, regulators, and other potential adversaries, so we are on the public interest, consumer side of most legal battles. Additionally, our strong commitment to the practice of law co-exists with a commitment to our families and communities. Our billable hours target is reasonable, and *pro bono* hours count towards meeting it.

It is a priority of the firm to stay technologically current in order to provide the highest quality service to our clients. We maintain an extensive library of legal volumes, as well as an on-line library that can be accessed from all employees’ desktops.

We subsidize family health insurance coverage and provide a modest life insurance policy for spouses and children free of charge. The firm has a private fitness center in the building and employs a part-time personal trainer, whose services are available to all employees free of charge. In keeping with the relaxed atmosphere at the firm, we have casual Fridays year-round. Our offices are located in Dupont Circle, so we are very close to some of the city’s best restaurants and night spots, as well as renowned art and cultural institutions.

Q: To whom should I address my employment inquiry?

A: Please send a resume and cover letter to:

Director of Human Resources
Spiegel & McDiarmid LLP
1333 New Hampshire Avenue, NW
Washington, DC 20036
recruiting@spiegelmc.com