



OFFICE OF CAREER SERVICES

COLLEGE OF LAW

Florida State University College of Law Career Services and Professional Development Employer Recruitment of Rising 2L Students Policy

The Career Services Office (CSO) at Florida State University College of Law has developed the following Rising 2L Recruiting Policies and Guidelines (Policies) to govern the recruitment and hiring of rising 2L law students for positions commencing the following summer. These Policies aim to protect both students and employers, ensuring a successful and streamlined process.

CSO facilitates various interviews and recruiting programs throughout the year for 2L and 3L law students. These programs include Early Recruitment Week, Fall and Spring On-Campus Interviewing Programs, resume collections, and job postings. Collectively, these programs are referred to as "CSO Facilitated Programs." More information about these programs can be found on our Employer webpage, or you may contact us at careerservices@law.fsu.edu for additional details.

Policies on Interviewing Rising 2Ls

1. **CSO Facilitated Programs:** We ask that employers who are registered for ERW, Fall OCI and/or Spring OCI notify CSO if they intend to directly solicit applications from 1Ls and rising 2Ls for positions starting the following summer.
2. **Resume Collects & Job Posts:** Employers not participating in ERW or OCI can register for resume collects advertising 2L Summer Associate positions for the following summer. Typically, CSO posts these positions at the same time as the names of firms registered for ERW/OCI are released. Employers may determine the duration of the collection period.
3. **Direct Outreach to Rising 2Ls:** Outside of an OCS Facilitated Program, CSO understands that under the following circumstances (by way of example), employers will have direct access to rising 2L students, may request resumes/transcripts and interview and hire students for summer associate positions the following summer:
 - a. When law students are registering (or have registered) for an employer-sponsored event unaffiliated with ERW or OCI (e.g., law firm receptions or informational Zoom sessions).
 - b. When law students are applying for scholarships and/or fellowship programs.
 - c. Employers registered for a Job Fair outside of an CSO Facilitated Program may conduct interviews, request transcripts, and extend offers to rising 2L students applying directly to the Job Fair.

Interviewing Time Guidelines

We ask that employers work with students to schedule interviews that do not conflict with students' class times, internships and/or work obligations.

Timing of Offers and Decisions

Offers should be made in writing and contain an expiration date for a student to accept or decline the offer. We ask that the offer remain open for at least 14 days after the date of the offer letter. Employers may choose to keep offers open longer. Employers are encouraged to grant reasonable extensions if requested by a student in writing. This timing applies to all offers, including those under the exceptions mentioned above.

If exigent circumstances require individual exemptions from these Policies and Guidelines, please contact the Career Services Office at careerservices@law.fsu.edu.