

Delaware Law 3L Career Roadmap

Finish Strong & Secure Post-Graduate Employment Across Delaware, Philadelphia & New Jersey

Your 3L year is about **execution, persistence, and flexibility**. While some students will already have offers, many will still be actively searching—and **that is completely normal** in today's legal market.

At Delaware Law, success comes from combining:

- ✓ Targeted applications
- ✓ Clerkship strategy
- ✓ Aggressive networking
- ✓ Market flexibility (DE / Philly / NJ)

SPRING (2L → Rising 3L): Position for Full-Time Hiring

April–June | Transition to Post-Grad Strategy




- 📄 Update resume to reflect:
 - 2L summer experience
 - Clinics, journals, leadership roles
- 👤 Meet with CDO for a **finalized post-grad strategy**:
 - Law firm vs. clerkship vs. government vs. public interest
- 🎯 Participate in **OCI / Resume Collect for full-time hiring**
- 🚀 Apply to:
 - Large firms (DE/Wilmington offices especially)
 - Philly firms
- 🧠 Begin building:
 - Clerkship materials (writing sample, references)
 - Application tracking system (spreadsheet strongly recommended)

✅ Strategy Tip:



If you don't have a return offer, **start broad geographically and narrow later**—especially include New Jersey.

SUMMER BEFORE 3L: Critical Application Window




June–August | Apply Early + Stay Organized

-  Apply for **judicial clerkships (peak timing)**:
 - Delaware courts (Chancery, Supreme Court)
 - Pennsylvania courts
 -  **New Jersey Superior Court clerkships (major hiring pipeline)**
-  Apply to federal clerkships via **OSCAR**

Government & Fellowship Applications

-  Submit:
 - Honors Program applications (DOJ, agencies)
 - Public interest fellowships
-  Use:
 - Arizona Guide
 - USAJobs
 - PSJD

Job Search Execution





-  Continue applying to:
 - Small/mid-size firms (DE, South Jersey, Philly suburbs)
-  Follow up consistently with employers
-  Track all outreach in an organized system

Strategy Tip:

New Jersey and smaller firms hire later and outside OCI—this is a prime opportunity for 3Ls.

FALL SEMESTER (3L): High-Intensity Search + Networking

September–October | Stay Aggressive

-  Check **Symplicity weekly** (new postings come regularly)
-  Schedule a **mock interview** with CDO
-  Attend:
 - November to Remember
 - Bar association events (Delaware, Philly, NJ)
-  Participate in:

- **GPALS Job Fair (September)**
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Core Strategy Areas

1. Expand Your Market Reach

- 📍 Apply across:
 - Wilmington (corporate + litigation boutiques)
 - Philadelphia (firms + nonprofits)
 - New Jersey (firms, courts, government—especially strong fallback market)

2. Networking = Job Pipeline

- 🗨️ Conduct weekly informational interviews:
 - Alumni in DE/PA/NJ
- 🤝 Leverage:
 - Professors
 - Supervisors from internships
 - Clinic connections

3. Clerkships (Still Ongoing)

- 🏛️ Continue applying:
 - Delaware courts (rolling in some cases)
 - Pennsylvania courts
 - New Jersey Superior Court (applications continue into fall/winter)

4. Be Flexible

- 🕒 Consider:
 - Smaller firms
 - Contract or project-based roles
 - JD Advantage roles (if aligned with goals)
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November–December | Close Gaps Before Graduation

- 📧 Launch **targeted outreach campaign**:
 - Use LinkedIn, Martindale, NALP directories
- 👤 Meet with CDO for:

- Strategy reset if still seeking
- 💰 Research salary expectations using **NALP (Jobs & JDs)**
- 🏢 Apply to:
 - Late-cycle and off-cycle judicial clerkships
 - Government agencies

✅ **Strategy Tip:**

Many **New Jersey firms and public sector roles hire during this window**—stay active.

SPRING SEMESTER (3L): Final Push

January–February | Re-Engage + Expand

- 🗣️ Complete mock interviews (early January)
- 🎯 Participate in:
 - **Spring OCI (limited but valuable)**
 - **PIPS Job Fair** (if applicable)
- 📄 Continue applications:
 - Firms
 - Government
 - Public interest
 - NJ employer network

March–May | Secure Placement

- 🤝 Attend **March Gladness networking**
- 📄 Continue applying—many employers hire **just before graduation**
- 👤 Meet with CDO for:
 - Offer negotiation
 - Backup planning
- ✅ Complete **Graduate Survey (ABA requirement)**
- 🎓 Prepare for graduation + bar study

POST-GRADUATION (BRIDGE PERIOD): Stay Engaged

June–Bar Exam | Stay Active

- 📌 Continue monitoring:
 - Symplicity
 - LinkedIn
 - Indeed
 - 📖 Consider:
 - Short-term legal work
 - Volunteer/pro bono roles (great networking pipeline)
 - 💛 Stay connected to:
 - CDO
 - Alumni network
 - 📧 Apply to open roles—many employers hire **post-bar**
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Delaware Law 3L Strategy Keys

🔑 1. Persistence Wins

3L hiring is **less structured but highly active**—keep applying consistently.

🔑 2. New Jersey = Major Opportunity

- Strong alumni base
- Structured clerkships
- Government pathways
- Later hiring cycle

🔑 3. Clerkships = Career Launch

- Delaware → elite + corporate impact
- NJ → direct entry into practice

🔑 4. Networking Drives Results

Most 3L hires come from:

- Referrals
- Informational interviews
- Prior relationships

🔑 5. Flexibility Expands Outcomes

Be open to:

- Geography (DE / PA / NJ)
 - Practice areas
 - Entry pathways (clerkships, smaller firms, contract roles)
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Final Message to 3Ls

- Start early—but if you didn't, **start now**
 - Stay consistent—**weekly actions matter**
 - Use every connection—**nothing replaces relationships**
 - Partner with CDO—**you are not navigating this alone**
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