

# Delaware Law Evening Division Career Roadmap

## Balancing Work, Law School, and Strategic Career Transition





Evening Division students bring **valuable professional experience**. Your job search should leverage that advantage while accounting for **time constraints, gradual transition planning, and flexible hiring timelines**.

- ✓ You are not behind—you are on a **different, often more strategic path**
- ✓ Employers value your **work experience and maturity**
- ✓ Many ED students secure jobs through **relationships and targeted outreach—not OCI alone**

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## 1ED (First Year Evening): Build Your Foundation

### Fall | Define Your Transition Strategy

-  Meet with a **Career Counselor early**:
  - Discuss career transition vs. career advancement
  - Identify your **target market** (Delaware, Philly, New Jersey)
-  Update resume and cover letter:
  - Translate prior work experience into **transferable legal skills**
-  Begin shaping your professional narrative:
  - Why law? Why now? Where are you headed?
-  Attend CDO panels (focus on **practice areas and career paths**)



#### **Strategy Tip:**

Start reframing your experience early—ED students succeed by **telling a strong transition story**.

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## 2ED (Second Year Evening): Start Entering the Market

### Fall | Begin Active Engagement

-  Participate in **Fall OCI (selectively)**
-  Check **Symplicity weekly**
-  Schedule a **mock interview**

- 🍷 Attend networking events and CDO programming

## November–December | Early Opportunities

- 🚀 Apply to:
  - **1L Summer Fellowships**
  - **1L Summer Associate Roles** (less common but valuable)
- 📌 Note:
  - Many of these roles are **full-time, 10–12 weeks**, so plan accordingly

### ✅ Strategy Tip:

If full-time summer work is not feasible, focus on **part-time legal roles, shadowing, or transition roles**.

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## Spring | Expand Your Opportunities

- 📌 Apply broadly:
  - Small and mid-size firms
  - Government agencies
  - Nonprofits
- 🔍 Use:
  - **Martindale-Hubbell**
  - Symplicity
  - LinkedIn + bar association directories
- 🕒 Target roles that fit ED schedules:
  - Part-time legal assistant roles
  - Remote or hybrid opportunities
- 🍷 Continue attending CDO panels and networking

### ✅ Strategy Tip:

**Small firms and NJ employers are often more flexible** with part-time or non-traditional candidates.

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## 3ED (Third Year Evening): Gain Legal Experience

### Fall | Prioritize Practical Experience

- 📌 Apply for **Externships (Spring placements)**:

- Applications open mid-September
- Requires completion of **Professional Responsibility**
- 🎯 Focus on:
  - Courts (Delaware & NJ)
  - Government agencies
  - In-house or compliance roles

✅ **Strategy Tip:**

Externships are often the **bridge into post-grad employment** for ED students.

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## Spring | Intensify Your Search

- 📧 **APPLY CONSISTENTLY (weekly applications)**
- 🤝 Continue networking:
  - Alumni (especially NJ and local practitioners)
  - Co-workers
  - Local Bar Association member
- 🎯 Target:
  - Roles that could transition into permanent positions

## Summer (Post-3ED) | Plan for Post-Grad Hiring

- 🚀 Apply to:
  - State and Federal Judicial Clerkships
  - **Federal Government & Honors Programs**
  - State agencies (DE, NJ, PA)
- 🏛️ Apply for **Judicial Clerkships**:
  - Delaware courts (competitive, high value)
  - ✅ **New Jersey Superior Court (strong pathway for ED students)**
- 📖 Use:
  - Arizona Guide
  - USAJobs
- 📁 Continue building legal experience if possible

✅ **Strategy Tip:**

This is a **critical transition summer**—aim for roles that can convert into offers.

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# 4ED (Final Year): Secure Post-Graduate Employment

## Fall | Execute Your Final Strategy

- 🌐 Apply to:
  - **GPALS Greater Philadelphia Job Fair (September)**
- 📁 Continue applying:
  - Small/mid-size firms
  - Government agencies
  - Corporate/legal-adjacent roles
- 🗣️ Conduct mock interviews via Symplicity
- 👤 Meet with CDO if still seeking or refining goals

### ✅ Strategy Tip:

New Jersey hiring remains **more flexible and relationship-driven**—a strong option for ED students.

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## Spring | Finish Strong + Transition

- ✅ Complete **ABA Grad Employment Survey**
- 📁 Continue applications:
  - Many employers hire **late cycle and post-graduation**
- 🤝 Attend networking events (March Gladness, bar events)
- 👤 Meet with CDO for:
  - Offer strategy
  - Transition planning
- 🎓 Prepare for graduation and bar exam

# Post-Graduation Strategy (Critical for ED Students)

## Bar Study Period → Post-Bar

- 📁 Continue monitoring:
  - Symplicity
  - LinkedIn
  - Indeed
- 📁 Consider:
  - Contract legal work
  - Compliance or JD Advantage roles

- Pro bono (excellent networking pipeline)
  - 🍷 Stay active with:
    - Alumni network
    - CDO support
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# Evening Division Success Strategies (Delaware Law)

## 🔑 1. Leverage Your Prior Career

- Your experience = competitive advantage
  - Translate skills into:
    - Client management
    - Business insight
    - Compliance/regulatory understanding
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## 🔑 2. Target Flexible Employers

- Small and mid-size firms
  - Government agencies
  - ✅ New Jersey legal market (highly receptive to ED students)
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## 🔑 3. Prioritize Experience Over Prestige

- Externships, part-time roles, and clerkships often lead to jobs
  - Focus on **skill-building + relationships**
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## 🔑 4. Networking is Essential

- ED students often secure roles through:
  - Alumni connections
  - Workplace relationships
  - Local Bar Association connections

- Informational interviews
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## 5. Be Consistent, Not Compressed

- You may not follow the traditional OCI timeline
  - Success comes from **steady, strategic effort over time**
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## Final Message to ED Students

- Your path is **non-linear—but highly effective**
  - Your experience is an **asset, not a limitation**
  - Stay consistent, stay visible, and **use CDO as your strategic partner**
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