

## Entry-Level Attorneys

Stinson LLP offers attorneys fulfilling employment opportunities and a rewarding work environment. The reason clients select Stinson for their complex cases and sophisticated transactions is that we have talented lawyers who are dedicated to providing innovative strategies, excellent service and impactful results.

### MENTORING PROGRAM

All attorneys new to law firm practice are encouraged to participate in our formal mentoring program. Before being paired with attorney mentors, each new attorney has the opportunity to outline the qualities they seek in a mentor from practice knowledge and client relations to negotiation and leadership skills. The mentor pairs carve out a relationship unique to their situation, bolstered by informal mentoring throughout the firm from all our experienced lawyers.

### UNIVERSITY STINSON

University Stinson offers practice-oriented training with a focus on legal and business skills as well as on career development. We start with the Lawyering Institute, an orientation to the practice of law at Stinson. Our core series programming provides foundational skills for transaction and litigation during the first three years of practice, followed by advanced skills programs. Our Success in Practice Program provides career development resources to help you advance professionally. Our robust curriculum supports career transitions, basic lawyering skills, training in substantive areas of law, and customized learning tracks throughout the path to partnership. Many of these programs will fulfill attorneys' obligations for continuing legal education.

### THOUGHTFUL REVIEW AND ADVANCEMENT

Substantive, responsive feedback, a comprehensive training toolkit, and mentoring blended with a formal annual review process are the foundation for our robust associate support system. The partners working with an associate evaluate the associate in several substantive areas. This includes professional abilities, approach to practice and interpersonal skills, and then communicate a summary of core competencies that should be met along the path to partnership, giving associates a road map to advance at their own pace.

# Entry-Level Attorneys

## THE WORK

Our extensive onboarding and comprehensive training programs allow associates to play significant roles in cases and transactions early in their careers. Deeply committed to using legal skills for the good of others, we encourage our lawyers to grow their practice and leadership skills through pro bono work that benefits our communities.

## ASSOCIATE HOURS AND COMPENSATION

We have moved beyond the one-size-fits-all world of lockstep levels and expectations to match competitive pay with workable targets and expectations. We take a flexible approach, offering work-life balance options to attract and retain high quality associates, and also reward high performers. We are competitive in all our markets while developing well-rounded lawyers who can become future partners.

## JUDICIAL LAW CLERKS

A significant number of the attorneys who practice with us have prior experience as a judicial law clerk, either with state or federal courts. We view the judicial clerkship experience as invaluable training for attorneys, particularly for those who practice in litigation.

## ENSURING THE WELL-BEING OF OUR ATTORNEYS

As a signatory to the ABA's Well-Being Pledge, we recognize the demands of those in the legal industry and are committed to providing full wellness support to our attorneys and staff. [Learn more.](#)

## DEMONSTRATING OUR COMMITMENT TO DIVERSITY, EQUITY & INCLUSION

We believe providing a diverse and welcoming workplace that values all backgrounds and perspectives is the best path to serving our clients, our people and our profession. [Learn more.](#)

## GIVING BACK TO OUR COMMUNITIES

We have a longstanding commitment to give voice to those who would not otherwise have access to the law, and strive to donate at least three percent of total billable hours to pro bono every year. [Learn more.](#)

**STINSON**

STINSON LLP  STINSON.COM