

US STUDENT RECRUITMENT

What differentiates us is the open road that seamlessly links all of our offices, making us One Firm with a shared practice and not just a shared name. Wherever your home office, you'll collaborate with lawyers in our other offices, and call on each other when needed.

Each client is considered a client of the whole firm, with access to the resources that will best serve their needs. We act as One Firm because it serves our clients best. For you, that means wonderful opportunities for interesting work in a national and international practice.

At BCLP we aim to create an inclusive environment where all our employees are valued, motivated and able to be themselves. To provide the best possible service to our diverse client base, we are committed to recruiting, retaining, rewarding and developing our people with regard to their abilities and contributions and without reference to their background, gender, gender identity or expression, ethnic origin, age, race, religion, sexual orientation, socio-economic status, political belief, disability or any other protected characteristic.

SUMMER ASSOCIATE PROGRAM

Our US Summer Associate Program provides the primary avenue through which new lawyers join our firm. The program is designed to introduce students to our practices, our clients and the experience of being a BCLP lawyer.

We take great pride in our track record. Our summer associates consistently tell us that their experience provided a genuine understanding of life at the firm, and usually all accept our offer to join our firm after graduation.

Our summer program provides a variety of opportunities such as the ability to meet clients; attend depositions, oral arguments, closings and board meetings; and observe courtroom and discovery procedures. Summer associates are engaged in substantive, challenging work on par with work done by first and second year associates. This includes research, drafting parts of briefs and other writing assignments, and formal and informal feedback provided by accomplished lawyers. Summer associates are introduced to our core values and how we live these values.

We sponsor a variety of cultural, educational and purely recreational activities for our summer associates. Along with sightseeing, dining and entertainment, you will have ample opportunity to

enjoy your co-workers' company. For many of our summer associates, getting to know our people is the best part of the summer experience.

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Questions: If you have any questions about our Summer Associate Program, please contact one of the firm's [Recruiting Contacts](#).

NALP form: [our multi-office NALP form](#)

STUDENT RECRUITING

We are excited to offer 1L hiring opportunities in several of our US offices including Atlanta, Chicago, Denver, Kansas City, New York, and St. Louis.

Please note: At this time, we have completed 1L hiring for our 2024 Summer Program. Please continue to check the website for our 2025 2L Summer Associate posting.

1L LEADERSHIP COUNCIL ON LEGAL DIVERSITY (LCLD) SCHOLARS PROGRAM:

We collaborate with the LCLD to strengthen the legal pipeline of 1L law students. We encourage first year law students to participate in the LCLD 1L Scholars Program. In addition to being a BCLP Summer Associate, this opportunity will include attending the LCLD Scholars Virtual Summit. There may be additional opportunities for our 1L Scholars to work in-house with a BCLP client for a portion of the summer. [Learn more about the LCLD 1L Scholars Program.](#)

ON-CAMPUS RECRUITING:

Each year we recruit second-year law students at several law schools and job fairs. To obtain more information about our requirements and which offices participate in specific OCIs and job fairs, please contact your career services office. Want to know more about your school alumni at our firm? [Visit our People section](#), and search by school.

OFFER DEADLINES:

BCLP is committed to establishing and maintaining transparent, professional, fair, and reasonable recruitment processes. As a NALP member law firm, we support the NALP Principles of Fair and Ethical Recruitment Process as well as the student recruitment policies set by law schools. BCLP

will honor specific guidelines for the timing of offers of employment set by a student's law school. Absent a law school's specific timing guidelines, BCLP will hold offers to second-year law students open for one week following the date of the offer letter. We will consider requests for extensions of the deadline on a case-by-case basis.

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US LAW SCHOLARSHIP PROGRAM

We sponsor a [scholarship program for law students](#) who have received and accepted an offer for a summer associate position after the second year of law school in one of our U.S. offices. Each scholarship recipient will receive \$10,000, half of which will be paid after successful completion of our Summer Associate Program. The second half of the scholarship will be paid prior to the second semester of the recipient's third year of law school, providing they have received and accepted an offer to join our firm as an associate following the completion of their legal education.

PROFESSIONAL DEVELOPMENT

We believe that the best lawyers never stop learning. The BCLP Global Learning & Development Program offers a comprehensive professional development program to help ensure that every attorney reaches his or her full potential. Our commitment to this goal is perhaps best exemplified by our partners, who provide their expertise and insight as instructors and panelists for many of our programs. We bring innovation to professional development by offering trainings via virtual delivery methods such as video-podcasts, e-learning modules, and our training app.

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