



NAVIGATING THE JD/MBA JOB SEARCH



CAREER DEVELOPMENT OFFICE

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I. Introduction

The JD/MBA program at the University of Miami School of Law (“UM Law”) allows students to pursue a complete education in law and in business administration in 3 ½ to 4 years of full-time study. The program prepares the student for all aspects of business and business law practice, from outside business planning and litigation, to in-house counsel representation, to positions of business managerial responsibility. Although the JD program alone can prepare a law student to represent business clients, the joint program adds a richer exposure to the business strategy, quantitative skills and economic reasoning that are part and parcel of the world of management today. The program also provides an added measure of marketability. Graduates of UM Law’s dual degree programs have found a broad range of employment opportunities in law firms, corporations, the public sector and not-for-profit organizations.

II. What are the benefits of doing the joint degree program?

The JD/MBA program is designed to provide training and knowledge for careers where expertise in both law and business are essential. Business lawyers benefit greatly from an in-depth understanding of the management and financial challenges corporations, start-ups and non-profits face. Executives at such businesses find that an understanding of the law helps them to evaluate risk, make strategic decisions and conduct day-to-day operations.

Further, the JD/MBA allows for extra flexibility for future career or job changes. Some of the many career options for which dual degrees are beneficial include: mergers and acquisitions attorney, in-house corporate counsel, entertainment and sports agent, insurance and securities underwriter, securities regulator, investment banker, venture capitalist and corporate litigator

III. How do JD/MBA students typically spend their summers?

One of the benefits of the JD/MBA program is that students have an extra summer to spend exploring career options. JD/MBA students typically commence their academic careers with one full year of legal education. Therefore, the summer following their first year is usually spent at either a law firm, law-related public interest employer, legal government position or judicial internship in order to gain some legal experience and put their newly acquired legal skills to practice. Even if a student does not intend to practice law at the conclusion of his or her JD/MBA, it is beneficial to gain at least some legal exposure in a professional environment. Likewise, once the student commences his or her matriculation at the business school, it is advisable to spend the summer in a business-related job, either in a for-profit or non-profit company. After the third year of the program, students choose from a variety of legal or business jobs.

IV. What career advising resources are available to JD/MBA students?

Students typically use the career resources at the school in which they are currently matriculating, but are free to utilize either, or both, at any given time. At the Career Development Office (“CDO”), this includes access to printed and online resources, information sessions and workshops, as well as one-on-one advising with your assigned advisor.

Through the CDO, students have access to the law school Symplicity job posting system and are both eligible and invited to participate in the On-Campus Interview (“OCI”) Program for both summer and full-time employment.

Students are encouraged to utilize both the CDO and the Ziff Graduate Career Services Center in order to maximize employment possibilities. Students are also encouraged to keep their advisors at both schools involved in the job search process.

V. What types of careers have UM Law’s JD/MBA’s pursued after graduation?

UM Law’s JD/MBA alumni have chosen careers in domestic and international law and business, in-house corporate practice, investment banking, general management, politics, academia, international development, consulting and not-for-profit development. Many of our graduates also pursue careers that are entrepreneurial in nature.

VI. How do large firms seem to react to a JD/MBA candidate?

As a JD/MBA, you acquire a deeper understanding of business transactions, as well as a managerial skill set that can be useful when you eventually transition into a sales, relationship management or firm management role. Although a joint degree is often viewed as an asset, you must be prepared to explain the logic behind the decision to pursue the joint degree. Without being able to demonstrate that this decision was deliberate, it can sometimes lead employers to find that you are not focused on what you want to do (i.e., will you leave in a year or two for an investment bank; why did you get an MBA if you want to work in our family law practice group; etc.). To avoid this, be sure to schedule a mock interview at the CDO before interviewing with the actual firm.

VII. What portion of JD/MBA candidates choose the legal track and what portion go into business?

There is no hard data pertaining to this question, as students have many different reasons for pursuing a joint degree and find themselves working in different capacities than they anticipated upon commencing the joint degree.

VIII. How does a business interview differ from a legal interview?

Business interviews tend to pose more behavioral-based questions than legal interviews and can often involve case studies and mini-presentations. Questions such as *“Tell me about a time when you were leading a group and things did not go as planned”* or *“Discuss the pros/cons of your management style”* are very common in business interviews. To best prepare for this type of interview, we recommend that students schedule a mock interview with the Ziff Graduate Career Services Center.

IX. What are the salary statistics for a JD/MBA?

This is difficult to quantify, as there is a small pool of jobs that seek to hire only JD/MBA graduates. While they do exist, it is more common to find legal jobs and business jobs that look for the heightened skill-set of a student with a joint degree background. JD/MBA graduates work as attorneys or in business and their salaries correlate strongly (at least in the short term) with their JD or MBA counterparts, depending on the route they choose.

X. I have heard that it is easier to go from law to business than business to law. Is this true?

According to recruiters at large law firms, it is in fact easier to go from law to business than business to law. This is based upon the belief that once you are trained as a lawyer, you will always have that foundation. However, this is not a hard and fast rule and students should discuss options with their advisors.

XI. Is networking as important for a JD/MBA as it is for a JD?

Yes. Networking is not only important, but essential, in any job search. Networking is an integral part of the job search process because it is the most successful way to find a position and the most utilized method of recruiting by most employers. And because JD/MBA's are navigating a wide array of career options, networking is essential.

Most positions are not advertised, but filled through word of mouth. Since hiring someone is a risk, employers would rather interview and retain someone who they know personally, or who comes recommended by someone they trust. Unfortunately, many job seekers are too intimidated or lack the drive to do what is necessary to network.

Each contact can lead to additional unexpected allies, if you ask the right questions and know how to "network." Advice, information and referrals are all outcomes of proper networking and invaluable tools for a job search. So, take advantage of the possibilities and start your network.

Networking is not merely a mechanism to obtain a job. It is also an informative process whereby you can gain knowledge and insight into strategies for your future career development and how to achieve your goals. Some of the purposes that networking can serve are:

- To gain knowledge about a particular practice area, specialty area or legal community;
- To discover how to arrive at your specific career goals and establish an agenda to help you get there;
- To assist you with information about a career change;
- To develop contacts and obtain current information about a particular firm or company, etc.;
- To obtain additional leads to jobs/information;
- To validate your choice of career by speaking to someone who actually works in that field;
- To learn about the legal market within a certain community;
- To practice your interviewing skills; and
- To narrow your career choices.

XII. So how do I develop my network?

At its most basic level, you develop networks by contacting everyone you know and explaining what position you are looking for so that they can call you if they hear about any possibilities. However, it is a bit more complicated than it sounds.

Networking takes work.

You need to also create your own network. How do you do this? Take advantage of the different forums available to you such as professional associations, job/career fairs, bar association events, law school organizations, business school organizations, undergraduate contacts, local chambers of commerce, etc. These are all excellent resources for developing contacts in the legal and business industries.

When you attend any function, it is a good idea to exchange business cards with individuals you meet during the function. The goal of networking is to meet people, NOT TO ASK FOR JOBS!

XIII. I keep hearing the term “Informational Interview.” What is this and how does it work?

An informational interview is an invaluable tool for obtaining information about career choices, learning more about an area of practice and finding a job. It can be one of the best ways to learn about a particular practice area or specialty while, at the same time, making potential contacts and networking. Informational interviewing can also assist you with identifying suitable practice areas or work environments and with generating actual job leads. It is not a job interview, although it may lead to a job offer.

Informational interviewing involves gathering career information from people who already work in the target occupations, organizations and geographic locations that interest you, and obtaining suggestions and advice regarding their practice area, the legal community within their geographic region, the best ways to achieve your goals, etc. It is a "quick" mentoring session that can also lead to an actual mentoring relationship, which is very important – especially for a JD/MBA, as you are navigating a wider array of career options.

Informational interviewing usually consists of the following steps:

1. Mail a letter or send an e-mail requesting the interview;
2. Prepare your resume and attach it to your letter/e-mail because this will give the contact person the information they will need to be able to advise you properly;
3. Try to follow-up with a telephone call to the contact several days to a week after you think your letter or e-mail has arrived. Remember, you are the one who is asking for the favor, so you take the initiative. Do not wait for your contact to call you;
4. Research the person and the firm, company, etc. As with job interviews, you need to be prepared;
5. Go to the interview and ask appropriate, relevant questions. See the CDO's Networking Guide for suggestions concerning appropriate questions to ask. Follow the same protocol as with any other interview (i.e., be polite, punctual, well-dressed, etc.);
6. Remember to ask for the names of two other people who may be able to help you and obtain permission to use the interviewer's name when you contact those new referrals.
7. Follow-up after the interview with a thank-you letter.

XIV. Why is it important to keep track of my networking?

Because you are establishing contacts that you intend to have for a long time, not just momentarily, to locate a job. At a minimum, this log should include:

- The name, address and telephone number of each contact;
- Who referred you to each contact;
- The date and time you last spoke with each contact, as well as the subject of the discussion and any follow-up that needs to be done;
- Any correspondence between you and each contact; and
- The results of your interaction(s) with each contact.

You may want to keep a card file and attach any business cards to your tracking records.

XV. Do's and Don'ts of Networking:

You should:

- a. Do research on the particular individual, organization and job you are interested in prior to meeting with your contact so that you can speak intelligently about what you want.
- b. Make sure that a person is available to speak with you when you make your initial contact. If he/she is not, ask when it would be a good time to speak to that person or to set up a meeting.
- c. Be flexible with the person's schedule, time limitations and anything else that develops.
- d. Make the person feel at ease by immediately asking for information and advice - NOT A JOB!
- e. Be prepared at your initial discussion and state your purpose. Give a quick summary of who you are; what you want (if the contact was referred to you by someone else) and have questions and topics ready to discuss.
- f. Listen attentively and respond intelligently.
- g. Ask for referrals.
- h. Ask for a critique of your resume (it is a good way to show your resume without pressuring the contact for a job).
- i. Always be courteous.
- j. Follow-up the meeting or discussion with a thank-you note and with the results of the information you obtained from the contact.
- k. Ask for a business card and attempt to maintain an ongoing relationship by asking whether you may call that person in the future with questions. Whenever you meet someone new, exchange business cards. Even if you are a student or unemployed, you should have some cards printed out for such occasions -- be sure to include your telephone number and professional status. Business cards may be ordered by emailing the CDO at cdo@law.miami.edu.
- l. Always ask what you can do for your contact -- networking is a mutual relationship.

You should not:

1. Pressure anyone into speaking or meeting with you.
2. ASK FOR A JOB, especially up front.
3. Overstay your welcome.
4. Offer your resume for circulation to others, unless it is requested.
5. Be unprepared.
6. Ask personal, unprofessional or improper questions.
7. Repeatedly call your contact after the initial meeting.

XVI. Job Search Resources:

Companies That Have Hired UM Students:

Accenture
Advanced Management Group
Akron Biotech
Alhambra Concepts Inc (ACI) Sports
Alienware Corporation
Allied Cash Advance
ALSIS Funds
American Express Co.
Anchor Point Capital, LLC
Apollo Consulting
Aqua Sciences, Inc.
Arise Virtual Solutions, Inc.
Assurant Solutions
AT&T Inc.
Atlas One Financial Group, LLC
AVIANCA, Inc.
Avis Budget Group
AVM, LP / II Funds
AvMed Health Plan, Inc.
Axiss Advertising
B/E Aerospace, Inc.
Banco Pichincha - Miami Agency
Bancolumbia S.A. - Miami Agency
Baptist Health South Florida
Bayview Financial, L.P.
Bessemer Trust
Bill & Melinda Gates Foundation
Black & Decker
Brickell Capital Management, LLC
BroadSpan Capital
Burger King Corporation
Burson-Marsteller
Buyandsellgasstations.com
Capital Realty Services, Inc.
Carnival Corporation & PLC
Carnival Cruise Lines, Inc.
CBS Interactive, Inc.
Cernar Consulting
Channel Intelligence, Inc.
Chico's FAS, Inc.
CIGNA
Citigroup, Inc.
CITRIX Systems Inc.
Colgate Palmolive Company
Collegiate Images
Commercebank, N.A.
Consultis of Florida
Continental Airlines
Cordis, A Johnson & Johnson Company
Daimler Chrysler
Del Monte Fresh Produce Company
Dell Inc.
Deloitte & Touche Consulting LLP
Descartes Systems Group
Deutsche Post
World Net Business Consulting
DHL Express
DHL Regional Services, Inc.
Diageo
Disney
E&J Gallo Winery
Electrolux Professional North America
Eli Lilly & Company
Ernst & Young
Fifth Third Bancorp
Financial Technologies, Inc.
First Bank of Miami
First Data Corporation
Florida Power & Light Company
GE Commercial Financial RE
General Electric
General Mills
General Motors Corporation
Georgia Pacific
HASBRO
H.I.G. Capital
Heat Group, The
Heidrick & Struggles
Hellmann Worldwide Logistics, Inc.
Hewlett Packard Company
Holt Anatomical
Home Depot, The
Humana Inc.
IBM
Inktel Direct Corp
Integritas Investment Group LLC
International Tennis Championships
Intersil Corporation

Investrust
JM Family Enterprises, Inc.
Johnson & Johnson
JP Morgan Chase
Kaplan University
Kelloggs
Kimberly Clark
KPMG, LLP
Kraft Foods
Kroll Associates
L'Oreal USA
LAN Airlines, S.A.
LaSalle Bank SA
LCi Distributors, LLC
Lehman Brothers
Lennar Corporation
Lloyds TSB Bank PLC
Microsoft Corp.
Modcomp, Inc.
Morgan Stanley
Motorola Inc.
Mount Sinai Medical Center
Northern Trust Bank of Florida
Northwest Airlines
Northwestern Mutual Financial Network
Norwegian Cruise Line
Novartis Pharmaceutical Corporation
Noven Pharmaceuticals, Inc.
Ocasa, Inc.
Occidental Hotels & Resorts
Office Depot, Inc.
Palm Latin America
Perry Ellis International
Pinchasik Strongin Muskat Stein & Co.
Principal Financial Group
Procter & Gamble
Restaurant Services Inc. (RSI)
Royal Bank of Scotland
Royal Caribbean Cruises, Ltd.
Ryder System, Inc.
Schreiber Foods, Inc.
Siemens Communications, Inc.
Smith Barney Citigroup
Sony BPLA
Spunlogic
Standard New York Securities
Sterling Financial Investment Group

Stryker Latin America
SunTrust Bank, South Florida, N.A.
Target
Team Enterprises USA
Tech Data Corporation
TRACFONE WIRELESS, INC.
Trivest Partners, L.P.
Tupperware Corporation
Tyco Fire & Security
Tyson Foods, Inc.
UBS
United Technologies
U.S. Securities and Exchange Commission
UBS International Inc.
UBS Private Wealth Management
UPS Freight Services
USCONDEX LLC
Vanguard Group
Vaxa Inc
Vayan Marketing Group, LLC
Wachovia Corporation
Walt Disney World Co.
Washington Mutual
Western Union International
Weyerhaeuser
Whirlpool Corporation
Wyeth Consumer

Useful Resources:

America's Greatest Places to Work With a Law Degree

By Kimm Alayne Walton, J.D., Harcourt Brace, softcover

Going In-House: A Guide for Law Students and Recent Graduates

(NALP brochure available in CDO)

Guerilla Tactics for Getting the Legal Job of Your Dreams

By Kimm Alayne Walton, J.D., Harcourt Brace, softcover

The Non-Traditional Legal Careers Report, a monthly posting of legal positions available throughout the U.S. for lawyers (available in the CDO resource library)

Job Posting Sites:

Career Development Office Symplicity Job Posting Database

(<https://law-miami-csm.symplicity.com/students>)

The CDO maintains a job posting database on Symplicity listing summer and school year positions for students as well as attorney postings for UM graduates. The site is password protected. To obtain your login information, please email cdo@law.miami.edu with your name, graduation month/year, C-number or Cane ID and preferred email address.

Intercollegiate Job Bank (https://www.law2.byu.edu/Career_Services/jobbank)

The Intercollegiate Job Bank, maintained by Brigham Young University Law School, contains job postings from law schools around the country. This is a useful tool for out-of-state job searches. The Job Bank is password protected. The username is **jobfind** and the password is **byujobs**.

After College (www.aftercollege.com/career-networks/university-of-miami/law-school)

After College is both a social networking site and job posting database. The site allows you to share your professional profile with employers, view jobs and internships and find connections.

American Bar Association

(www.americanbar.org/groups/law_students.htm): The Law Student section contains career resources, including internships, job postings and *pro bono* opportunities.

(http://www.americanbar.org/resources_for_lawyers/careercenter.html): The American Bar Association Career Center is a related site for lawyers.

Florida Bar Career Center (<http://l.fl.bar.legalstaff.com>)

A full-service Career Center designed for employers and job seekers in the legal marketplace.

Florida Bar News

(<http://www.floridabar.org/DIVCOM/JN/jnnews01.nsf/d0d7bc79a27d346085256b11006ed0d8/5cea7d443b20d45c85256bb900495111?OpenDocument>)

The Florida Bar News' classifieds section lists available attorney positions throughout the state. To access the classifieds, click on the Florida Bar Journal and News icon on the right hand side then on the link for the most recent Florida Bar News edition. Then, under "Inside Bar News" select "Classifieds" to view postings.

Hound (www.hound.com)

Hound is a job search tool that tracks down live, active jobs listed on employers' career pages. The site is not limited to legal positions but the search function allows for searches of specific keywords such as "attorney" or "legal." All users receive a free three-day trial to learn more about the site.

The Law Bulletin (http://jobs.lawbulletin.com)

The Law Bulletin's job posting site contains postings for positions in Chicago and the Midwest.

Legal Times (from The National Law Journal)

(<http://www.law.com/jsp/nlj/legaltimes/index.jsp>)

Can search for jobs nationwide by job category, location or keyword. Includes an ability to search for "J.D. Preferred" and temporary positions as well.

Lawyers Weekly Jobs (http://classifieds.malawyersweekly.com/)

Contains job listings published through Lawyers Weekly newspaper. Job listings are available for the following states: Connecticut, Massachusetts, Michigan, North Carolina, Rhode Island, South Carolina and Virginia.

LLC Hiring Hall

(http://unionlawyers.aflcio.org/p/salsa/web/common/public/content?content_item_KEY=1115)

Resource for law students and attorneys seeking information about union-side hiring opportunities. Contains monthly listing of employment opportunities.

Legal Career Network (http://www.legalcareernetwork.com/)

The Legal Career Network connects employers and job seekers to over 70 online job boards provided by bar, paralegal and other legal-related associations.

Public Interest

PSJD (http://www.psjd.org)

PSJD - formerly PSLawNet - is a unique online clearinghouse for law students and lawyers to connect with public interest job listings and career-building resources. As a collaborative project among over 200 American and Canadian law schools, **PSJD is a free resource** for law students and alumni to search among thousands of public interest job opportunities and employer profiles. In addition to its database, PSJD offers an online library of educational and career-building resources for those interested in

pursuing a career in public service, including information on post-graduate fellowships, loan forgiveness, international opportunities and government careers.

Equal Justice Works (<http://www.equaljusticeworks.org/>)

Equal Justice Works organizes, trains and supports public service-minded law students and is the national leader in creating summer and postgraduate public interest jobs.

Finding and Funding International Public Service Opportunities

(www.nalp.org/assets/142_intpsopps.pdf)

Contains information about opportunities with the government, judiciary and non-governmental organizations.

Foundation Center (www.foundationcenter.org).

The leading source of information about philanthropy worldwide, the Foundation Center has several free, weekly newsletter subscriptions including a job bulleting with listings of current openings at US based foundations, public charities, corporate programs and nonprofit organizations. Visit www.foundationcenter.org/newsletters/ to subscribe.

Grassroots Roundtable (www.grassrootsroundtable.com/jobs.asp)

Opportunities with various grassroots organizations.

Idealist.org (www.idealist.org)

Job listings in public service, including human rights positions throughout the world. If you enter your profile, Idealist will send you relevant listings.

Massachusetts Pro Bono (<http://massprobono.org/>)

Massprobono is a new website soon to launch for would-be volunteers to find pro bono opportunities and for pro bono programs that serve people of limited means to find new volunteers, refer cases, staff projects and recognize and support volunteers.

National Disaster Legal Aid (www.disasterlegalaid.org)

Contains resources to persons affected by disasters, legal aid lawyers providing representation, and volunteer attorneys wishing to assist others.

National Legal Aid and Defender Association (<http://www.nlada.org/Jobs>)

Lists post-graduate jobs in civil legal services organizations and defender organizations. Searchable by state.

The Non-Profit Jobs Organization (www.nonprofitjobs.org/)

Site listing opportunities with non-profit organizations.

PSJD Post-Graduate Fellowship Application Deadline Calendar

(<http://blog.psjd.org/2014/01/29/psjd-launches-the-new-postgraduate-fellowship-application-deadline-calendar/>)

Have you searched postgraduate fellowships on PSJD and wished you could see them on a calendar? The PSJD [Calendar](#) is here! Check out it and all the other great [postgraduate fellowship resources](#) in the Resource Center on PSJD.

Public Defender Handbook

(<http://www.psjd.org/uploads/2014PublicDefenderHandbook--PUBLICVERSION.pdf>)

For students looking for internships and post-graduate positions. Contains FAQs about the hiring process with examples of hypothetical questions and simulations as well as a listing of major public defender offices with entry level hiring.

Public Interest Specialty Career Guides

(www.law.harvard.edu/current/careers/opia/planning/career-resources/publications.html)

Prepared by Harvard Law School, this site features guides on a particular practice area. Among the many guides are those on private public interest and plaintiff's firms, civil rights, environmental law and immigration and refugee law.

Western New York Law Center (www.wnylc.net/jobpost2/default.asp)

Contains job postings for attorney and intern positions in various public interest organizations in New York.

International

ABA Section of International Law, Human Rights Committee E-Brief

(http://www.americanbar.org/content/dam/aba/images/human_rights/hr_ebrief_apr18.pdf)

Contains organization profiles, job listings, and weekly human rights news. Students can sign up to receive the weekly newsletter and also view past issues.

(<http://apps.americanbar.org/abanet/common/email/listserv/listcommands.cfm?parm=subs>)

ABA Section of International Law, International Internship Program

(http://www.americanbar.org/groups/international_law/about_us/internships/law_firm_internships.html) Annually lists law firms across the globe offering to host summer internships.

American Society of International Law (www.asil.org/internships-fellowships.cfm)

Provides career resources including internship and fellowship opportunities.

ASIL Jobs Board (<http://www.asil.org/job-board>)

A place where members of the international law community are invited to submit news of jobs and/or internships for which ASIL members might apply. Members are automatically able to log in and view postings on the jobs board with their member

login. Students who are not members of ASIL are prompted to create a guest account in order to see full job postings. These guest accounts are free and easy to create. You may create an account with your school e-mail address in order to receive free access to the job board. Simply go to <http://asil.org/membership/membership> and click on “Join Asil” under Quick Links at the right-hand side of the page to fill out your contact information. You will then be emailed your login information as confirmation.

Careers in Multilateral Organizations

[\(http://pslawnet.wordpress.com/2010/05/27/how-to-work-for-the-united-nations-or-other-inter-governmental-organizations/\)](http://pslawnet.wordpress.com/2010/05/27/how-to-work-for-the-united-nations-or-other-inter-governmental-organizations/)

Informative blog about obtaining internships and postgraduate positions with organizations such as the United Nations.

Foreign Policy Association (www.fpa.org)

Contains job listings, internships and volunteer opportunities involving foreign policy.

Guide to Careers in International Affairs

<http://www.internationalpeaceandconflict.org/profiles/blogs/guide-to-careers-in>

This blog post provides excellent suggestions for conducting a job search in conflict resolution, international development and related fields. Includes a comprehensive list of job posting sites for positions in these fields.

Human Rights Tools (<http://jobs.humanrightstools.org/>)

This website has a variety of tools for human rights professionals including job listings.

iHipo (www.ihipo.com)

This site allows registered users to search for internships and jobs abroad. While most of the positions are non-legal, there are a few legal opportunities available which can be found by utilizing the search function. Registration is free.

International Law Careers (intlcareers.net)

A new resource providing information on internships, graduate and professional courses, law societies, moot competitions, etc. (all freely available) and provides also job listings and career advice articles (premium content).

International Jobs (www.overseasjobs.com)

This site features job opportunities for professionals worldwide.

Lawyers Without Borders (www.lwob.org/Pages/Default.aspx)

World's largest group of globally oriented volunteer lawyers. Site lists both employment and internship opportunities.

PAE-REACT (www.paegroup.com/career-react)

This is the contractor paid by the United States State Department to select United States citizens for seconded jobs with the Organization for Security and Cooperation in Europe.

PSJD – International Opportunities

([http://www.psjd.org/International Resources](http://www.psjd.org/International_Resources))

Contains the following resources to aid students with searching and applying for international public interest:

- [Finding and Funding International Public Interest Opportunities](#)
- [Guide on International Development: Public Service Careers and Opportunities](#)
- [Jobs with The UN & International Organizations: A Brief Guide](#)
- [Landing a Job at the United Nations](#)

United Nations (jobs.un.org/Galaxy/Release3/Vacancy/Vacancy.aspx)

Can search for legal and other positions with the United Nations. Check under “Human Rights”, “Legal”, and “Humanitarian Affairs.” For information on the competitive exam, see www.un.org/Depts/OHRM/examin/exam.htm.

Other Areas of Practice

American Bar Association Smart Soloing Center

(<http://www2.americanbar.org/solos/Pages/default.aspx>)

This site provides resources for solo practitioners and those thinking about entering solo practice. Among the resources is the Soloez email discussion list which is open to all attorneys and law students, regardless of ABA membership.

American Health Lawyers Association

(archive.healthlawyers.org/crm_queries/career/main.cfm)

Job listings for health law related positions throughout the country.

American Immigration Lawyers Association (www.aila.org/)

Contains online job postings for positions in immigration law as well as a directory of immigration attorneys throughout the country searchable by location, languages spoken and type of practice.

American Intellectual Property Law Association

(http://careers.aipla.org/home/index.cfm?site_id=714)

Among the many resources offered by the AIPLA is a job bank containing available positions in intellectual property law. Job seekers can also request personal job alerts and post an anonymous résumé.

Association of Corporate Counsel (www.acc.com/)

An organization serving the professional needs of attorneys who practice in the legal departments of corporations and other private sector organizations. The site contains job postings searchable by location or practice area.

Chronicle of Higher Education (<http://chronicle.com/section/Jobs/61/>)

Listing of career opportunities in higher education and other related fields.

Elaw (www.elaw.org)

Run by Environmental Law Alliance Worldwide, this site lists organizations worldwide that do environmental work.

Entertainment Careers (www.entertainmentcareers.net/sbjobs/)

Contains postings for internships and positions in the entertainment industry. Can search by geographic area or job category including legal/business affairs.

Go In House and Go Big Law – (www.goinhouse.com) (<http://www.gobiglaw.com/>)

These two related sites contain job postings for lateral attorneys at large law firms and corporations.

Law Marketing Channel (www.lawmarketing.com/pages/jobs.asp)

Contains job listings with salary information in the following areas: marketing, business development, media relations, and marketing technology.

Legal Marketing Association

(www.legalmarketing.org/JobBank/SEARCHLMAJOBANK/tabid/1601/Default.aspx)

Contains job postings for marketing, business development, client services and communication positions within the legal profession.

National Collegiate Athletic Association (www.ncaa.org)

Employment section contains postings from colleges and universities across the country for those interested in pursuing a career in athletics administration and information about applying for job openings at the NCAA national office.

National Fair Housing Advocate (www.fairhousing.com)

Provides listings of positions with organizations and governmental agencies dealing with fair housing issues.

Patently-O (<http://patentlyo.com/jobs>)

This active blog related to patent law has a jobs section where information is posted for opportunities located around the country as well as those that can be filled remotely.

Peggy Browning Fund (www.peggybrowningfund.org)

The site has job postings, internship opportunities and information about both the Peggy Browning student conference and Peggy Browning Fellowship in the areas of labor and employment law.

The Professional Marketing Forum (<http://www.pmforum.co.uk/>)

Job listings in the areas of marketing, client services, and finance in Europe, Asia, and North America. Search by job category, geographical location, and salary range. Sign up for email alerts when new job listings are added to the site.

Florida's Best Companies to Work For - 2015

(Published in Florida Trend on 7/16/2015)

• • • **Best Large Companies (250 or more employees)**

Rank	Company, Headquarters	Industry
1	DPR Construction, Redwood City, Calif.	General contractor and construction manager specializing in complex and sustainable projects
2	Hunton & Williams, Miami	Law firm with disciplines in bankruptcy, commercial litigation, securities law, IP, international and government relations, regulatory law, privacy and cybersecurity, and products liability
3	Edward Jones, St. Louis, Mo.	Stock brokerage partnership
4	Protiviti, Tampa	Consulting firm specializing in finance, technology, operations, governance, risk and internal audit
5	HFF, Dallas	Provides capital markets transaction services to the U.S. commercial real estate industry
6	Hyatt Regency Jacksonville, Jacksonville	963-room hotel in downtown Jacksonville
7	Peak 10, Charlotte, N.C.	IT infrastructure firm providing network and cloud services
8	Foley & Mansfield, Miami	Provides legal services in banking and finance, business and corporate, commercial litigation, construction law and litigation, creditors rights and elder law
9	Grand Hyatt Tampa Bay, Tampa	Hotel for business travelers and vacationers
10	North Highland Worldwide Consulting, Atlanta	Management consulting firm focusing on complex business problems
11	FCCI Insurance Group, Sarasota	Provides commercial property and casualty insurance to business owners
12	CompHealth, Salt Lake City	Provides permanent placement and temporary staffing to health care facilities
13	CBIZ MHM - Tampa Bay, Cleveland	Provides tax, accounting and consulting services
14	CTI Resource Management Services, Jacksonville	Provides IT support services, including administrative, financial, logistic and facility management support services to government customers

15	UniFirst, Wilmington, Mass.	Provides uniforms and work wear to businesses
16	Memorial Healthcare System, Hollywood	Third-largest public health care system in the U.S.
17	HOK, St. Louis, Mo.	Design, architecture, engineering and planning firm
18	Ryan, Dallas	Tax services firm, with the largest indirect and property tax practices in North America and the sixth-largest corporate tax practice in the U.S.
19	Suffolk Construction, Boston	Provides preconstruction, construction management, design-build and general contracting services
20	Capital City Bank, Tallahassee	Offers a full range of financial services
21	RCI, Parsippany, NJ	Vacation timeshare exchange; manages vacation rentals
22	Hanson Professional Services, Springfield, Ill.	Provides engineering, planning and consulting services
23	PCL Construction, Denver	General contracting organization, commercial buildings, civil engineering, industrial market
24	American Strategic Insurance Corp., St. Petersburg	Offers personal lines residential property insurance, commercial lines property insurance, personal umbrella insurance, flood and excess flood insurance
25	FBC Mortgage, Orlando	Mortgage lender
26	Alliance Residential, Phoenix	Has more than \$3 billion invested in real estate and manages a \$9-billion portfolio
27	Navy Federal Credit Union, Vienna, Va.	Offers banking products and services to military personnel, veterans and their families
28	Sunset & Skyway Memory Gardens & Funeral Homes, Houston	Funeral, cremation and memorialization company
29	Quarles & Brady, Milwaukee	Law firm with focuses in health care and life sciences, business law, data privacy and security, and complex litigation.
30	Insperty, Kingwood, Texas	Provides human resources and business solutions
31	Weatherby Healthcare, Fort Lauderdale	Physician staffing company
32	CA Technologies, Islandia, N.Y.	IT management and security software company

••• Best Midsize Companies (50 to 249 employees)

Rank	Company, Headquarters	Industry
1	Financial Design Associates, Springfield, Mass.	Provides estate planning, life insurance, long-term care insurance, employee benefits, business insurance, pension and retirement planning, and investments/asset accumulation strategies
2	RNnetwork, Salt Lake City	Travel nurse staffing company
3	PowerDMS, Orlando	Cloud-based document management software company
4	AgileThought, Tampa	Mobile application and custom software development company
5	Optima Healthcare Solutions, Palm City	Develops software applications focusing on therapy businesses i; ½ clinical, administrative and financial
6	HomeBanc N.A., Tampa	Provides banking services
7	Security First Insurance, Ormond Beach	Homeowners insurance company
8	Premier Eye Care, Tampa	Provides eye care to insured members
9	Momentum Consulting, Miami Lakes	IT services and consulting with core areas in enterprise application development and systems integration, data management and business analytics, and Microsoft SharePoint implementation and development
10	The Lord's Place, West Palm Beach	Provides services focused on moving individuals and families from dependence to self-determination
11	Market Traders Institute, Lake Mary	Provides education to beginner, intermediate and advanced market traders
12	Cross, Fernandez & Riley, Orlando	Public accounting firm
13	Bouchard Insurance, Clearwater	Offers commercial, personal, group benefits and surety insurance services
14	iVenture Solutions, Jacksonville	Provides customer-oriented solutions to small and midsize business; services include network security, data center services, technology consulting; and disaster prevention and recovery
15	Clickbooth, Sarasota	Clickbooth's CPA (Cost-Per-Action) affiliate marketing model unites product sellers with those who drive traffic.
16	Berkowitz Pollack	Provides a comprehensive approach to income, estate,

	Brant, Miami	financial and business planning
17	Gregory, Sharer & Stuart, CPAs, St. Petersburg	Accounting and consulting firm with a focus on helping clients increase income, protect assets, transfer wealth and manage tax consequences
18	Apollo Bank, Miami	Community bank focused on services to small and mid-sized businesses as well as entrepreneurs
19	KAST Construction, West Palm Beach	Construction management firm in multiple markets, including hospitality, residential, high-rise condominium, municipal buildings, retail, health care, industrial, science, technology and the arts.
20	First Florida Credit Union, Jacksonville	Provides financial products and services.
21	True Partners Consulting, Chicago	Tax and business advisory firm focusing on general business, finance and tax consulting
22	S-One Holdings, Sarasota	Holding company for ABAQA, Avatrex, Brand Management Group, LexJet and Utopia Digital Technologies
23	Compass Research, Orlando	Clinical research company focused on testing new medications
24	Cole Engineering Services, Orlando	Develops simulation-based training, serious gaming, technical services, training and other support services
25	The Villages Insurance, The Villages	Insurance agency focused on personal, commercial, senior life and health and employee benefits insurance
26	Kyra InfoTech, Lakeland	Provides information technology services to the state of Florida
27	Air-Transport IT Services, Orlando	Develops, maintains and supports software and hardware for the airport and seaport industries
28	Emphasys Software, Miami	Develops software focused on clients in public housing, housing finance, treasury and debt management, residential real estate and the travel industry
29	AustinCSI, Plano, Texas	Management consulting firm specializing in project management, organizational change management, software quality management and customer experience management.

••• Best Small Companies (15 to 49 employees)

Rank	Company, Headquarters	Industry
1	Jill S. Schwartz & Associates, Winter Park	Law office focusing on employment matters
2	Atlas Professional Services, Tampa	Managed service provider, managing companies' technology needs
3	InterMed Biomedical Services, Alachua	Sells and services biomedical equipment
4	Alltrust Insurance, Palm Harbor	Consulting firm specializing in health care plans and needs
5	Kavaliro, Orlando	Provides employees for permanent and part-time positions
6	MatrixOneSource, Jacksonville	Outsourcing and IT company, specializing in HR, payroll and IT services
7	ReliaQuest, Tampa	Provides security technology services
8	Management Specialists Services, Gainesville	Community association management firm
9	Ennis, Pellum & Associates CPAs Jacksonville	Public accounting and consulting firm offering audit, tax, technology and business advisory services
10	HNM Global Logistics, Orlando	Freight forwarder specializing in importing, exporting, custom brokerage and warehousing
11	Bit-Wizards, Fort Walton Beach	Software development, digital marketing and IT consulting firm
12	InfiLaw Naples	Provides management solutions, educational programs and course delivery to law schools and higher-ed institutions
13	Convergence Consulting Group, Tampa	Consults with customers on operational and strategic challenges
14	Radey Law Firm, Tallahassee	Law firm offering regulatory, transactional, litigation and governmental consulting
15	B&B Office Systems, Gainesville	Office equipment and repair services, document management, office work flow solutions
16	Weston Insurance, Coral Gables	Insurer focused on windstorm and hail policies
17	iMethods, Jacksonville	Health care and general IT consulting/recruiting firm
18	Squaremouth, St. Petersburg	Compares travel insurance products
19	Moore Communications	Provides advertising, social media, graphic design,

	Group, Tallahassee	marketing, public affair and PR services
20	Markham Norton Mosteller Wright & Co., Fort Myers	Public accounting and consulting firm, offering audits and reviews, bookkeeping, business services, financial planning, forensic accounting and health care advisory services
21	Uproar PR, Orlando	PR firm working with technology, consumer and professional services customers
22	Horizon Innovations, Jacksonville	Marketing firm
23	Convert2Media, Ocoee	Marketing firm
24	Evershore Financial Group, Palm Beach Gardens	Financial planning firm specializing in wealth management
25	Cardinal Management Group of Florida, Naples	Community management company
26	rbb Public Relations, Coral Gables	Marketing communications company
27	Clark/Nikdel/Powell, Winter Haven	Marketing, advertising and web development firm
28	Right Management, Fort Lauderdale	Career development, job placement firm
29	Ropella Group Milton	Executive search and consulting firm specializing in chemical, consumer products tech and energy industries
30	The Davidson Cos., St. Augustine	Provides planning, development, construction and marketing for real estate projects
31	CPS Investment Advisors, Lakeland	Provides fee-only wealthy management services
32	Sandcastle Community Management, Naples	Association management company working with condo and homeowners associations
33	Rogers, Gunter, Vaughn Insurance, Tallahassee	Multi-line insurance agency
34	CAREERXCHANGE, Miami	Recruiting organization
35	Jimerson & Cobb, Jacksonville	Law firm specializing in business litigation, construction, banking and real estate
36	Crossman & Co., Orlando	Retail leasing and management company
37	MCCi, Tallahassee	Document management and scanning, and open-records request management
38	Sawgrass Mutual Insurance, Davie	Provides homeowner insurance

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