

# OCI INFO SESSION

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Understanding On-Campus Interviewing with Large Law Firms

2020-21

# Agenda

1. OCI – The Basics
2. General strategy
3. General process
4. Important dates

# What is OCI?

- Largest recruiting program
  - 300+ firms/offices – 6000+ interviews!
  - Large law firms
  - Regional and international firms
  - Screening interviews (“screeners”)
- Interviewing for summer associate positions for 2021
  - Bid on firms you’d like to meet with
  - 20- or 30-minute interview
  - 50 bids to use during registration process\*
  - Maximum number of interviews is **15 through the formal process**

# Where and When is OCI?

**OCI will be held virtually on InternX\***

**January 19, 21, and 25, 2021**

**What happens after?**

\* web-based video/scheduling platform; OCS will provide training!

**“Do I have to do OCI?”**

**NO!**

But....

# “... should I do OCI?”

Pros	Cons
Good for finding jobs at large firms/small 3L market	No public sector employers
Chance to explore the private sector	Few small/mid-size firms participate
Big firms offer extensive training	Large firm practice is extensive, but not all inclusive
Most traditional role to in-house positions	
Covering all bases for more risk-averse individuals	

Decide which, if any, of these considerations matter to you. Come up with your own list.

“... should I do OCI?”

Pros

**REMEMBER:** Your first job isn't necessarily where you'll spend your entire career!

# How do I OCI?

## 2 Requirements

- ✓ Watch OCI Info Session
- ❑ Resume review (submit Word doc to your section advisor ASAP)

## Additional recommended steps!

- ❑ See your August 10/October 14 section emails for guidance
- ❑ Conduct a mock interview
- ❑ Use Symplicity Pathways to stay on track



# How do I OCI? (cont'd)

Goal: Secure interviews with employers who are a good "match"

## Student View – Your Preferences

- Geography
- Practice area
- Assignment system
- Specialization
- Culture
- *Pro bono*
- Prestige
- Compensation



## Employer View – Six Factors

- Grades
- Work/academic history
- "Commercial intelligence"
- Engagement
- Diversity
- Interviewing

# GPA Report

- What is it?
- How do I use it?
- Unreported firms
  - Gauge competitiveness by looking at:
    - Other offices with GPA data
    - Rankings in desired location (e.g., Chambers, Vault)
    - Discussion with advisor

# GPA $\neq$ Destiny!

Consider your “plus factors”

- Related work history
- Practice area interests + knowledge of firm
- Engagement with the firm
- Significant co-curricular experiences
- Language fluency
- Personal background

# The Scheduling System

## Pre-selection

- 30% of employer's schedule is their choice.
- Resumes are forwarded to employers after bidding deadline.
- Employers will not know where students ranked them.

## Lottery

- After pre-selected interviews are scheduled, lottery students are scheduled for remaining.
- Number matters more.

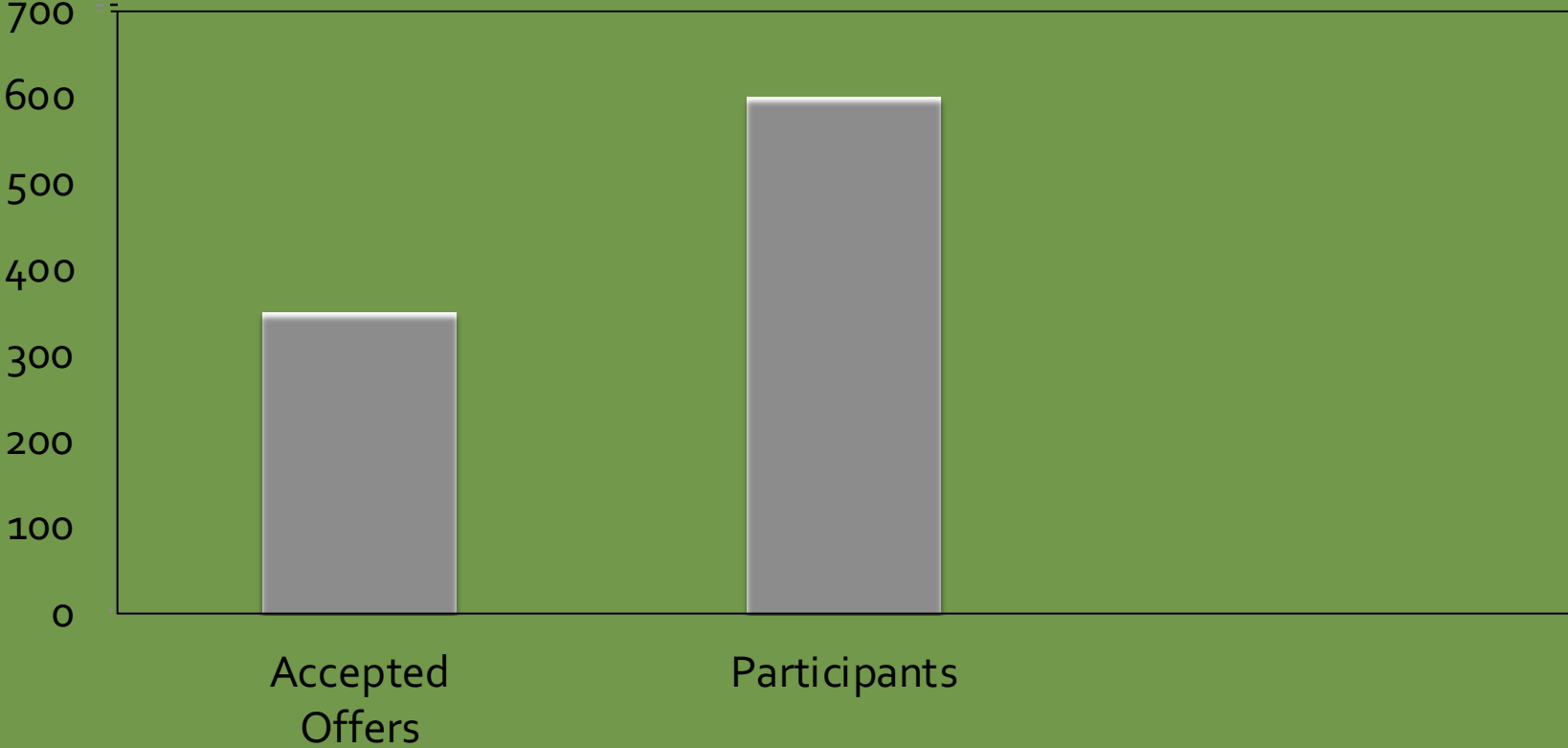


No cover letters  
for OCI!

# Your Bid List

- List of employers, in rank order, you want to bid on for OCI
  - All done via tab in Symplicity
- Everyone's bid list will look different – no one can predict outcomes
- Best way to optimize list is to supplement with direct outreach and engagement – attend programs and ask questions; get to 1:1 meetings
- FOR FALL: focus on free-market list; then pare down to bid list later
  - Will release video and resources to guide creation of your bid list.

# (Typical) Recruiting Numbers



# Important Dates



List updated throughout Fall as employers register!

- **October 13** – Employers viewable via Symplicity
- **October-December** – Practice interviewing through mock interviews
- **November 9** – Bidding Opens
- **January 11** – Grades released (likely)
- **January 13** – Bidding Closes at 12pm EDT
- **January 15** – Preliminary schedules released
- **January 15-18** – Cancellation Period; Opt-in; Open-Signups (more information on this to come!)
- **January 19, 21, and 25**– OCI via InternX