

Austin

2011 Summer Associate Program Dates: June 27, 2011 - August 12, 2011

Andrews Kurth's Austin office conducts a six-week summer program that gives each summer associate the opportunity to experience the legal practice and life at our firm. Our program consists mostly of second-year law students and we offer compensation competitive with the local market.

Each summer associate is assigned to a supervising team comprised of a partner and an associate. The supervising team provides guidance and support throughout the summer program, answering questions about the firm, and helping the summer associate become acquainted with our firm and lawyers.

Practice Areas

We try to accommodate the specific interests of each summer associate and they usually have the opportunity to work in many practice areas of our office. Commonly, summer associates split their time between two practice areas. However, our office remains flexible so that summer associates can work on assignments in various practice areas or even one practice area exclusively if they choose.

Maximum Exposure

We do encourage summer associates to experience different practice areas to help them make an informed decision on the area of law they may want to practice.

Assignments

Summer assignments are drawn from ongoing current legal matters in which our lawyers and clients are actively involved. To the extent possible, summer associates participate in meetings, conference calls, drafting sessions, closings, settlement conferences, depositions, hearings and trials.

Evaluation

The Recruiting Coordinator works with the supervising team to monitor the summer associate progress and workload throughout the summer. All work assignments are generated with partner supervision for quality control.

Feedback

You won't work in a vacuum. Feedback is a very important component of the summer associate's experience. This review provides an opportunity for both the summer associate and the lawyers to ask questions and address concerns regarding the firm, work product and job performance.

Of course, summer associates are strongly encouraged to ask questions throughout the summer program. On the summer associate's last day, our Recruiting Coordinator will also conduct an informal exit interview with the summer associate to encourage candid feedback from the summer associate.

Following the summer associate's departure from the firm, every lawyer is given the opportunity to evaluate the summer associate on a social and/or a work product level. At the end of the program, the Committee reviews the evaluations and recommends offers to associates.

Events

While our summer program is designed primarily to give law students a challenging and realistic work experience, we believe it is important to see what the city of Austin has to offer.

Austin

During the summer, there are planned events as well as many spontaneous outings. These help acquaint our summer associates and their families with the city, its special attractions, our lawyers and their families, and other summer associates. Most of our events are casual, and include:

- Concerts
- Wine tasting
- In-home dinners
- Softball
- Boating trips
- Family bowling
- Happy Hours

STARTING SALARY AND BENEFITS

- \$160,000 annual salary
- Major medical, dental and life insurance
- Reimbursement of tuition for bar review course, bar exam fee, out-of-state investigation fee and MPRE filing fee
- Paid parking (\$1,600 value)
- Eligible to participate in the firm's 401(k) plan; firm provides matching contributions
- Payment of local bar dues, state bar dues, dues to one section and Texas Attorney Occupation Tax