



Boston College Law School Office of Career Services

TIMING OF JOB OFFERS AND ACCEPTANCES

The National Association for Law Placement offers guidelines for the timing of offers of employment and job acceptances. All employers having forty attorneys or more and who recruit on campus are required to comply with these "Principles and Standards for Law Placement and Recruiting Activities." The standards include the following:

- Employers offering summer positions to students in the fall of their second year (to those not previously employed by them) should leave the offers open until **December 1st**.
- Employers offering positions before September 15th to third-year students who worked for them the previous summer should leave the offers open until **November 1**.
- Employers offering positions on or after September 15th to third-year students who worked for them the previous summer should leave the offers open until **December 1st**.
- All offers should remain open for at least two weeks from the date of the offer.

Most law firms abide by these guidelines. If these dates create a serious problem for you, try to negotiate with a particular firm for an extension. Please inform the Career Services Office if a firm who recruits on campus fails to honor this schedule.