



1L Summer Associate Diversity Program

As part of our ongoing efforts to recruit high caliber attorneys, we offer a 1L Diversity Summer Program to a select number of students. These positions are offered to exceptional first-year law students who can contribute to the diversity of our Firm and the broader legal community through their own individual viewpoints and lived experiences.

We define diversity broadly: it includes, but is not limited to, differences across categories of race, ethnicity, gender, gender identity, sexual orientation, age, ability, experiences and socio-economic status. We encourage all qualified applicants to apply, and do not disqualify any applicants from consideration due to their protected characteristic(s).

1L summer associates are fully integrated into the summer class but are also afforded unique opportunities to network with and be mentored by both our attorneys and our clients. These opportunities include:

- Participation in the Leadership Council on Legal Diversity (LCLD) Scholars Program, including a 3-day national networking and professional development conference and a group mentoring program
- A partnership with LCLD and Carlyle, providing exposure to Carlyle's business and the opportunity to work alongside mentors from both Simpson and Carlyle
- Meeting with the Chair of Simpson Thacher during the summer program to learn more about the Firm's strategy and initiatives

Our goal for every summer associate is to create a range of social and business opportunities to interact with Simpson Thacher's people so summer associates can discover the incomparable range of our practice and our commitment to providing our clients with the highest-quality, most commercial legal advice available anywhere in the world.

Simpson Thacher 1L summer associates have the opportunity to join the Firm's affinity groups to interact with attorneys from a variety of backgrounds. Each summer, our affinity groups, Diversity Committee and Women's Committee host events to welcome and introduce summer associates to their groups.

Our summer program includes a host of social events, both formal and informal, that are designed to nurture relationships among the summer class and attorneys. Highlights of our most recent program included our annual partner dinner, American Museum of Natural History family night, Broadway show, Yankees game, private boat tour on the Hudson River, and much more.

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About Careers At
Simpson Thacher

Simpson
Thacher

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To Apply
Now



Application Process

We are looking for applicants who possess a strong record of academic, employment and community achievement, demonstrating the potential for success in law school and in the legal profession. To learn about application requirements, and to apply, please [click here](#). We consider applications on a rolling basis starting on November 4th through January 21st.

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Applications require a first semester transcript to be considered; any first semester grades unavailable by the application deadline should be forwarded to attyrec@stblaw.com once released.

We require that all participants in our 1L summer program spend a minimum of the first eight weeks of the summer at Simpson Thacher. 1L summer associates are paid at a rate of \$225,000 per year on a semi-monthly basis while employed.

Application Must Include:



Application
Form



Resume



Statement
of Interest



Undergrad
Transcript



Law School
Transcript

Equal Opportunity Policy

Simpson Thacher & Bartlett is committed to a collegial work environment in which all individuals are treated with respect and dignity. The Firm prohibits discrimination or harassment based upon race, color, religion, gender, age, national origin, citizenship status, disability, marital or partnership status, sexual orientation, veteran's status or any other legally protected status. "Gender" includes actual or perceived sex, a person's gender identity, self-image, appearance, behavior or expression, whether or not that gender identity, self-image, appearance, behavior or expression is different from that traditionally associated with the legal sex assigned to that person at birth. This Policy pertains to every aspect of an individual's relationship with the Firm, including but not limited to recruitment, hiring, compensation, benefits, training and development, promotion, transfer, discipline, termination, and all other privileges, terms and conditions of employment.