

Technology Specialists

The firm seeks to hire technology specialists whose academic and personal record of achievement demonstrates a commitment to excellence. In addition, we are looking for individuals whose character, intelligence, judgment, and training will inspire their colleagues and clients to have confidence in them. We also attempt to hire a diverse group of individuals because we believe our firm and our clients benefit from that diversity.

A technology specialist is expected to attend a law school in an evening division program, obtain a law degree in four years, and take and pass the USPTO patent examination to become registered as a patent agent. Technology specialists are expected to begin law school within one year of joining the firm.

WilmerHale is fortunate to attract an intellectually stimulating and diverse group of people with a broad range of work and life experiences. Our professionals flourish in a collegial environment that emphasizes teamwork, collaboration, and the spirited exchange of ideas in the pursuit of excellence. When you interview with us, we encourage you to get to know our firm by talking with as many of our colleagues as possible. We believe that you will soon realize that our firm represents a unique opportunity for professionals at any stage of their careers.

For specific inquiries, please contact us directly.

Professional Development and Mentoring Programs

We take great pride in the quality of our legal work and believe that superb legal skills can be built only through a combination of broad work experiences, sound formal training by experienced practitioners, and strong mentoring relationships. You will participate in firm programs that support your professional development. These include:

- A **benchmark** program that provides a clear outline of the skills and types of experience you should typically gain as your career progresses. You will be assigned a partner or counsel who helps to ensure that you receive the appropriate variety of assignments to achieve these career benchmarks.
- An **evaluation program** that involves a mentor who will ensure that you receive a detailed, balanced review annually and have a chance to discuss the evaluation fully. You also will have a “peer mentor”—a more senior technology specialist or junior level IP associate who is usually in the same general technological field—who assists you in becoming acclimated to the firm, the IP department and the prosecution practice.
- An **upward evaluation program** that asks you to give senior lawyers feedback. Through training and “upward” evaluations, the firm puts substantial effort into developing the ability of senior lawyers to train, lead and motivate more junior lawyers effectively.

Training Programs

As a technology specialist, you will attend a multi-day training program that covers basics such as legal research and writing, the role of technology specialists, working in the legal environment, and topics related specifically to patent prosecution. You will also participate in the combined training programs for technology specialists and intellectual property associates, attend department meetings, and be invited to various other training programs in the firm.

Technology specialists are expected to participate in the summer program during the summer before their final year in law school. Following that, or upon graduation from law school, technology specialists who will be joining the firm as associates participate in the new associate training programs. This general orientation introduces our practice and offers concrete advice about working effectively. Topics are wide-ranging—from managing your practice, to ethical issues, to the firm's business strategy.

Benefits

We offer a highly competitive benefit package to our technology specialists including:

- Health, dental and life insurance
- Disability insurance
- Paid parental leave

- Reduced hours and flextime arrangements
- 401(k) – eligible for firm match and contribution
- Generous vacation package
- Health and dependent care reimbursement accounts
- Bar expense reimbursement
- Moving stipend
- Emergency child-care programs
- Onsite fitness center access (Boston and DC); subsidized health club membership (NY, LA and Palo Alto)
- On-site cafeteria (Boston and DC)
- Counseling and referral programs

Technology Specialists - Compensation

Salaries

We are committed to recruiting and retaining the best talent. Accordingly, compensation for all professionals at the firm is highly competitive with that of other major law firms.

Bonuses

In allocating bonuses, we strive to recognize professionals whose contributions go beyond the ordinary and to allow our professionals to share in the firm's economic success.

Law School Reimbursement

The firm reimburses technology specialists who are enrolled in a firm-approved law school evening division program for their law school tuition or a portion thereof on a case-by-case basis. This reimbursement is paid on a semester-by-semester basis each academic year for up to four years of law school. The firm's reimbursement of a technology specialist's law school tuition is predicated upon his or her continued employment and satisfactory job and law school performance. Furthermore, it assumes that if upon completion of law school the firm offers the technology specialist a position as an associate with the firm, it will be accepted.