

Basic Information

303 Colorado Street
Suite 2400
Austin, TX 78701
Organization Size: 45
Office Size: 48
Hiring Attorney:
Mr. Casey Dobson

Recruiting Contact:
Ms. Jan Fulton
Recruiting Coordinator
303 Colorado Street, Suite 2400
Austin, Texas (TX) 78701
United States
Phone: 512-495-6300
jfulton@scottdoug.com

Compensation & Benefits

2019 compensation for entry-level lawyers (\$/year) 180,000

Summer Compensation

2019 compensation for Post-3Ls (\$/week) 0
2019 compensation for 2Ls (\$/week) 3,000
2019 compensation for 1Ls(\$/week) 3,000

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track? 5

Pro Bono/Public Interest

Sara Wilder Clark
Partner
512-495-6318
sclark@scottdoug.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year >3%

Average Hours per Attorney last year >60

Percent of associates participating last year 100

Percent of partners participating last year >50

Percent of other lawyers participating last year n/a

Professional Development

Evaluations Semi-annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? Yes

Rotation for junior associates between departments/practice groups? N/A

Does your organization have a dedicated professional development staff? No

Does your organization have a coaching/mentoring program? Yes

Does your organization give billable hours credit for training time? No

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	28	4	1	0
	Women	11	3	1	0
	Total	39	7	2	0
Hispanic/Latino	Men	1	0	0	0
	Women	1	0	0	0
White	Men	24	3	1	0
	Women	10	3	1	0
Black/African American	Men	2	0	0	0
	Women	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	2	0	0	0
	Women	0	0	0	0
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	0	0	0	0
	Women	0	0	0	0
Persons with Disabilities	Men	0	0	0	0
	Women	0	0	0	0
LGBT	Men	0	0	0	0
	Women	1	0	0	0
Veteran	Men	2	0	0	0
	Women	0	0	0	0

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Government, Regulatory, Administrative	Administrative	11	1	0		0
Appellate	Appellate	7	0	0		0
Labor and Employment	Employment	2	0	0		0
Government, Regulatory, Administrative	Environmental	3	1	0		0
Government, Regulatory, Administrative	Government/Legislative	4	1	0		0
Business, Corporate	Insurance	3	0	0		0
Litigation	Litigation	31	2	7		0
Business, Corporate	Malpractice	16	0	0		0
Energy	Oil & Gas	19	1	2		0
Business, Corporate	Products/Torts	13	1	0		0
Tax	Tax	3	0	0		0

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2017	Prior Summer Associates	2018	Prior Summer Associates	2019
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates					
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls					
1Ls					

Number of 2018 Summer 2Ls considered for associate offers 5
 Number of offers made to summer 2L associates 4
 General Hiring Criteria Prefer Top 15%, Law Review

Diversity & Inclusion

Diversity Contact: Mr. Asher Griffin

Organization Narrative

Scott Douglass & McConnico is an exciting and rewarding place to practice law while living in one of the best cities in America, Austin. We get paid well and we enjoy what we do. Our firm culture breaks the mold of traditional law firms: We have few rules. No dress code. No minimum billable hours. We have great clients with interesting and complex cases, and our attorneys quickly gain real courtroom experience. At Scott Douglass & McConnico quality work is required and hard work is rewarded.

At Scott Douglass & McConnico, we pride ourselves on our diversity. Women and minorities make up 40% of our total lawyers, 39% of our equity partners, and 55% of our new equity partners over the last five years. We have the most women equity partners of any law office in Austin and received an "A" on the Austin Law Firm Diversity Report Card. We seek out and embrace diverse backgrounds, perspectives, and life experiences because those diverse experiences make us stronger and help us get the best results for our clients. Inclusiveness is key to our firm culture. We value the unique contributions of each individual and expect and intend every new lawyer we hire to become an equity partner in our firm. We are proud of our firm culture and invite you to contact us to learn more about it.

Compensation.

Our compensation system is different from many other firms. We do not believe in lock-step compensation. We do not have minimum billable hours or hours-based bonus targets. Instead, our compensation system rewards those desiring to make a greater commitment to the firm while affording our lawyers the flexibility to balance work and personal life.

Associates receive a competitive starting compensation package. After one year with the firm, we review our associates for pay raises twice a year. Associates also receive year-end bonuses based on their contributions to the firm and the overall success of the entire firm.

Real Experience, Quickly.

We hire students from the top of their class who want to be outstanding trial lawyers in a very short time. We do not assign associates to any particular practice area. We encourage our associates to gain a wide-range of litigation experience and to decide their own interests and specialties. Our associates are quickly given real responsibilities. Associates take depositions, handle hearings and try lawsuits. Ask our associates to tell you about the cases they've tried, the hearings they've handled, and the responsibilities they are given.

Short Partnership Track.

We have a short partnership track. We consider our associates for partnership after five years. We are unique in that we expect and intend every new lawyer we hire to become a partner in our firm. As a result, our young lawyers feel a great sense of connection to and ownership in the firm from day one.

A Working Summer Clerkship.

We offer a working clerkship. Summer law clerks work on substantive projects in active cases. Summer law clerks regularly attend trials and hearings and meet with our clients. We need to know if you can do the work. You need to know if you like the work.

Applying for a Position or Seeking More Information.

If you are interested in joining us, or want more information about our firm, please contact the chair of our recruiting committee, Casey Dobson.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

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