

## **Post-Grad Opportunities for New Lawyers in State Attorney General Offices (as of August 9, 2021)**

As the states' chief legal officers, state attorneys general represent the interests of the government and citizens of their respective states. The heart of a state attorney general's mission is to serve the public interest. Through direct action and the bully pulpit, attorneys general can impact law and policy across a broad range of issues within their state and across the country. Their offices can take a variety of actions, including initiating lawsuits, proposing and supporting state and federal legislation and regulations, forming task forces, issuing guidance or formal opinions, and cooperating with their fellow state attorneys general.

State attorney general offices (state AGOs) have a variety of job opportunities for new attorneys. Some state AGOs offer one-year fellowships, while others have Honors Attorney Programs. Many state AGOs have programs that allow new members of the bar to gain experience by volunteering their services. These type of volunteer positions have a variety of names—law clerk, pro bono attorney, associate, volunteer, and sometimes “Special Assistant Attorney General.”

Below is a list of these opportunities in state AGOs organized by state. The following information was collected by the State Attorneys General Project (State AG Project) at ACS as a resource for ACS members. While we aim to provide comprehensive information, the absence of any state AGO from this list does not mean that opportunities are not available in other states. ACS cannot warrant that any position listed here is currently open. **This information is current as of the date of publication, but the state AGOs may change or update the availability of job opportunities, their eligibility requirements, and deadlines.** Please contact the state AGOs directly about any of these listings or other job opportunities.

For more information on state attorneys general, please visit the State AG Project website at <https://acslaw.org/StateAG>.

## Alaska

The Attorney General's Office and The District Attorney's Office offer The Department of Law [Fellowship Program](#) for new attorneys.

- **The deadline for the 2021 Program has passed.** We will update this resource with information about the 2022 Program when it becomes available.
- Positions are available to fellows within the Criminal and the Civil Divisions.
- Applicants for the fellowship program must be
  - law graduates or law students in their final year at an accredited law school,
  - currently serving or have very recently served as full-time judicial clerks, or
  - law graduates participating in government, academic, or public-interest fellowships that will be completed prior to the start date of the Department of Law's fellowship.
- The application requirements and deadlines vary based on the position:
  - A two-year fellowship in the Opinions, Appeals & Ethics Section will begin on or around September 1, 2021.
    - Candidates who are interested in applying for this position must submit a cover letter, resume, list of three professional references, and two writing samples. Applications can be either emailed to [civil.recruit@alaska.gov](mailto:civil.recruit@alaska.gov) (with the subject line titled "application for attorney fellowship") or mailed or hand-delivered to:  
Office of the Attorney General  
1031 W 4th Avenue, Suite 200  
Anchorage, AK 99501
    - The Department will begin evaluating and hiring for this position on **January 15, 2021**. Applications received after that date will be considered if the position remains available.
    - Applicants who have questions about the position should contact the supervising attorney of the Opinions, Appeals & Ethics Section, Janell Hafner, at (907) 465-4167.
  - Applicants for a two-year fellowship split between the Anchorage District Attorney's Office and Office of Criminal Appeals should submit a resume that includes a complete history of education and professional work experience and identifies at least three professional employment references, as well as a professional writing sample electronically to: [CriminalLawRecruit@alaska.gov](mailto:CriminalLawRecruit@alaska.gov) or via hard copy to:  
Department of Law  
Criminal Division Central Office  
P.O. Box 110300  
Juneau, AK 99811-0300
  - Applications will be considered until the position is filled.
  - Individuals who would like more information about this position may contact Solicitor General Tamara DeLucia at (907) 269-6260, or by email at [Tamara.DeLucia@alaska.gov](mailto:Tamara.DeLucia@alaska.gov).

## California

The California Department of Justice offers [The Attorney General's Honors Program](#) for recent law school graduates and newly admitted lawyers.

- **The deadline for the 2021 Program has passed.** We will update this resource with information about the 2022 Program when it becomes available.
- The Attorney General's Honors Program is open to third-year law students and students in their final year of other graduate law programs (e.g., LL.M. programs) at an accredited law school, newly admitted lawyers in their first year of practice, judicial clerks, and individuals participating in government, academic or public interest fellowships who will complete their clerkships or fellowships in September 2021.
- Applicants must be California Bar members, or plan to take the July 2021 Bar exam.
- The 2021 Honors Program class will be located in San Francisco.
- The Program asks for a two-year commitment, beginning in September 2021.
- To apply, you will need to fill out a [State application \(STD 678\)](#) and the [AG Honors Program Application](#). You will also need to submit a resume, writing sample, a personal statement, two letters of recommendation, and law school transcripts. Applications can be submitted online or by mail, per the instructions [here](#).
- If you have questions, please contact your career services office or [aghonorsapps@doj.ca.gov](mailto:aghonorsapps@doj.ca.gov).
- **Deadline:** Applications must be received or postmarked by October 26, 2020.

The California Department of Justice also offers [The Earl Warren Solicitor General Fellowship](#) for one applicant to serve in a limited term assignment in the California Solicitor General's Office.

- **The deadline for the 2021 Fellowship has passed.** We will update this resource with information about the 2022 Program when it becomes available.
- The Fellowship is open to third-year law students, students in their final year of graduate law programs (LL.M. programs) at accredited law schools, newly admitted lawyers in their first year of practice, judicial clerks, and individuals participating in government, academic or public interest fellowships.
  - Applicants should be near the beginning of their legal careers, within 1-3 years of completion of a clerkship.
- Applicants to the Earl Warren Fellowship program should have clerkship with the U.S. Supreme Court, the California Supreme Court, or a federal court of appeals.
- Applicants must be California Bar members, or plan to take the July 2021 Bar exam.
- To apply, fill out the [State application \(STD 678\)](#) and the [Earl Warren Fellowship Application](#). You will also need to submit a resume, writing sample, a personal statement, two letters of recommendation, and law school transcripts. Applications can be submitted online or by mail, per the instructions [here](#).
- If you have questions, please contact your career services office or [aghonorsapps@doj.ca.gov](mailto:aghonorsapps@doj.ca.gov).
- **Deadline:** Applications must be received or postmarked by October 26, 2020.

## Colorado

The Attorney General's [Fellowship Program](#) was established to provide opportunities for new attorneys to gain practical experience in the public sector while enjoying the personal satisfaction of serving the residents of Colorado and state agency clients.

- Applicants should be recent law school graduates or law students in their final year at an accredited law school scheduled to graduate by Spring 2022, The program begins October 2022.
- Fellowships include AGO Multi-Section Fellowships, Ralph L. Carr Appellate Fellowships, a Cybersecurity Fellowship, and a Natural Resources & Environment Fellowship.
- Both one-year and two-year fellowships are available.
- All individuals invited to participate must commit to taking the Colorado bar exam no later than July 2022 or be a member of the Colorado bar before beginning work.
- The annual salary is \$50,000 plus medical/dental benefits for 2022 law school graduates, and \$57,000 for fellow in their second year of the Fellowship or who come to the fellowship with at least one year of legal experience.
- To apply, applicants must submit a cover letter, an official law school transcript; contact information for three professional references, a resume; and a writing sample of no more than 10 pages to [fellowship.program@coag.gov](mailto:fellowship.program@coag.gov).
  - Applicants must submit separate cover letters for each unique Fellowship position, and should put the title of the unique fellowship in the subject line of the email.
  - If you are applying for an AGO Multi-Section Fellowship, please indicate the sections in which you are most interested.
- If you have questions, you may email them to the Legal Talent Director, Karen Masciulli at [karen.masciulli@coag.gov](mailto:karen.masciulli@coag.gov).
- **Deadline:** October 15, 2021.

## Connecticut

[The Office of the Attorney General](#) invites interested applicants to download their [application package](#) to apply for the positions of Assistant Attorney General I or Assistant Attorney General II.

- Applications from candidates who expect to receive a law degree within nine (9) months of the application date will be considered for employment as Assistant Attorney General I.
  - Admission to practice law within the State of Connecticut is required within one (1) year of the date of hire.
- Candidates for the position of Assistant Attorney General II must have three (3) years' experience in the practice of law. Three years' experience as a Judicial Law Clerk with the Appellate or Supreme Courts automatically qualifies a candidate for the level of Assistant Attorney General II.
  - Candidates for the level of Assistant Attorney General II must be admitted to practice law within the State of CT as of the date of hire.
- To apply, applicants must complete an original, plus one copy of the following documents:
  - Employee Application

- Biographical Supplement
- Signed Ethics Statement
- Current Resume
- Law School Transcript
- Two reference supplements
- Questions about the application process may be directed to the Human Resources Division at the Office of the Attorney General at (860) 808-5325 or by email at [susan.cavanaugh@ct.gov](mailto:susan.cavanaugh@ct.gov).

## Delaware

The Office of the Attorney General offers the [Volunteer Attorney Program](#) to provide legal services that benefit the public.

- Volunteer attorneys must be members of the Delaware Bar.
- Volunteer attorneys may be those who recently passed the Bar but have not yet obtained full-time employment or who are transitioning between positions.
- To apply, contact Human Resources, Office of the Attorney General:  
Address: Carvel State Building, 6th Floor, 820 N. French Street, Wilmington, DE 19801  
Phone: (302) 577-8400  
Email: [dojhr@delaware.gov](mailto:dojhr@delaware.gov)  
Fax: (302) 577-5866

## District of Columbia

The Office of the Solicitor General offers the [Appellate Litigation Fellowship](#) for law school graduates to assist with the Office's work on multistate litigation and amicus curiae work.

- **The deadline for the 2021 Fellowship has passed.** We will update this resource with information about the 2022 Program when it becomes available.
- Paid, full time 13-month term beginning in August/September 2021
- A minimum of one year of post-J.D. experience (which may include clerkships) is preferred.
- Must be an active member in good standing of the bar of any jurisdiction. If not already a member, must be sworn into DC Bar within 360 days of appointment.
- To apply, applicants must submit an application online and must include the completed questionnaire, along with a cover letter, resume, list of three references, and a writing sample.
- **Deadline:** November 15, 2020.

The Office of the Attorney General offers the [Charles F.C. Ruff Fellowship Program](#) to recent law school graduates.

- One-year fellowship to assist in one of 12 divisions.
- Position begins in mid-January.
- Must have admission to practice law by a state Bar.
- Application information can be obtained through one of the following six participating schools:
  - American University Washington School of Law

- George Mason University Antonin Scalia Law School
- The George Washington University Law School
- Georgetown University Law Center
- Howard University School of Law
- UDC David A. Clarke School of Law
- University of Virginia School of Law

The Office of the Attorney General also offers the [Pro Bono Program](#) for recent law school graduates and experienced practitioners to work as public interest fellow or pro bono attorneys.

- Volunteers are assigned to one division to provide pro bono service to OAG on a full time or part-time basis.
- To apply, submit two letters of recommendation, an official transcript, a certificate of good standing, and a completed [background release form](#).
- Attorneys interested in learning more about pro bono opportunities at OAG should contact Keya Ross at (202) 724-2308 or [keya.ross@dc.gov](mailto:keya.ross@dc.gov).

## Georgia

The Office of the Attorney General offers the [Honors Fellowship Program](#) for entry-level attorneys.

- The program is open to third-year law students graduating from accredited law schools in May 2022, and recent graduates who are completing full-time judicial clerkships or full-time government, academic, or public-interest fellowships.
- The Law Department is particularly interested in applications from graduates of Georgia law schools and from eligible law school graduates with ties to Georgia.
- The Law Department will hire up to three Honors Fellows each year for a two-year term starting around September 1, 2022.
- Honors Fellows entering their first year of practice will be compensated at the Law Department starting salary commensurate with experience and a minimum of \$60,000.00 plus benefits.
- If Honors Fellows are not already licensed to practice in Georgia, they will be expected to sit for and pass the Georgia bar exam.
- To apply applicants must submit material through [Team Georgia Careers](#) AND attach a cover letter, responses to two application essay questions (listed on website); resume, list of top three preferred division placements; [Department of Law application & GBI Background waiver](#), two writing samples; two letters of recommendation; official undergraduate and law school transcripts.
- If you have any questions, please call (404) 656-3305.
- **Deadline:** The Law Department will accept applications annually between August 1 and September 20.

## Maryland

The Office of the Attorney General provides recent law school graduates a volunteer opportunity through [The Associate Program](#).

- Candidates must have graduated law school within the last three years.
- Bar membership is not required.
- Applicants are expected to work full time for a period of 10-12 months.
- To apply, submit a resume; cover letter identifying your preferred practice area, and writing sample to Ronda Kirk at [rkirk@oag.state.md.us](mailto:rkirk@oag.state.md.us). Write "Associate Program" in the subject line of your email.
- You may direct any questions about the Associate Program to Ronda Kirk at [rkirk@oag.md.us](mailto:rkirk@oag.md.us) or by phone at (410) 576-6352.

## Massachusetts

The Attorney General's Office offers [The Attorney General's Fellowship Program](#) in the Boston office for entry-level attorneys.

- Applications will be available Monday, August 16, 2021. Applicants must apply electronically via the [Attorney General's Office Employment and Recruitment Portal](#).
- Available to law students who will graduate in 2022, or current full-time judicial law clerks who received their J.D. prior to 2022 and have not practiced as an attorney before their clerkship.
- 2-year term; \$60,000 salary per year.
- Must pass Massachusetts Bar no later than July 2022.
- In addition to a completed electronic application, applicants should submit a resume; cover letter, law school transcript; and a one-page personal statement.
- For more information, see the website linked above or download the [2022 AGO Fellowship Brochure](#).
- For questions or assistance, please contact (617) 963-2041 or [AGOFellowship@mass.gov](mailto:AGOFellowship@mass.gov).
- **Deadline:** September 20, 2021.

## New Jersey

The [Attorney General's Honors Program](#) is open to all is open to all third-year law students, students in the final year of other graduate law programs (e.g., LLM program), and judicial clerks who will complete their clerkship by September 2021.

- **The deadline for the 2021 Program has passed.** We will update this resource with information about the 2022 Program when it becomes available.
- The two-year program allows participants to rotate through one or more of eight subject areas: civil rights; consumer financial protection; conviction review & innocence claims; data privacy & cybersecurity; environment; gun safety & gun violence; public integrity & corruption; and worker rights & labor enforcement.
  - Applicants also have the option of applying to serve as the first [Solicitor Fellow](#), which

was launched for the 2021 Honors Program.

- Applicants may select as many or as few issue areas as they like; if they select more than one, they should rank their preferences in the online application.
  - Applicants interested in the Solicitor Fellow may add that to their ranked choices or may choose to apply only for that position.
- The office location of the Honors Program participant will depend on their selected issue area.
- To apply, submit an [online application](#). As part of the application, applicants will need to upload a writing sample, a statement of interest, resume, law school transcript, and the names of at least two professional references (including at least one law professor or other legal academic) who can vouch for the applicant's qualifications.
- If you need assistance submitting your application, please email [honors.program@njoag.gov](mailto:honors.program@njoag.gov).
- **Deadline:** October 16, 2020.

The Division of Law within the Office of Attorney General offers the [Volunteer Associates in Public Service Program](#) for recent graduates and admitted attorneys.

- Open to all candidates: recent graduates, deferred associates, furloughed or laid off attorneys or those re-entering practice after a hiatus.
- Must commit to work at least 20 hours per week for at least three months. Those who are admitted to the NJ Bar and able to commit to a longer period and will be given a wider range of responsibilities.
- The Division of Law has primary offices in three locations: Trenton; Newark, and Voorhees.
- To apply, email an [application](#), cover letter, resume, unofficial law school transcript, writing sample, and two references to [dolapplicant@lps.state.nj.us](mailto:dolapplicant@lps.state.nj.us).

## New York

The Office of the Attorney General offers one-year [Fellowship & Volunteer Attorney Opportunities](#) to law school graduates.

- Please be advised that the office is currently in the process of updating the OAG's volunteer attorney and law graduate fellowship programs.
- Fellowships are unpaid.
- Applicants must either 1) be admitted to the New York State bar; 2) be awaiting admission to the New York bar; 3) be awaiting New York State bar exam results; or 4) be preparing to sit for the next scheduled New York State bar exam.
- Applicants must reside in (or intend to soon become a resident of) New York State, and must be citizens of the U.S.
- Each Bureau accepting applications for fellows or volunteers will post its own job posting at the website linked above. At the bottom of each posting you will find instructions outlining the application submission process as well as an embedded link to the online application page.
- Applications for available opportunities are submitted online and consist of a cover letter, resume, list of 3 references with contact information and email addresses, law school transcript, and a writing sample.
- If you have questions about a position, the application process, or need assistance with



submitting your application, contact the Legal Recruitment Bureau via email at [recruitment@ag.ny.gov](mailto:recruitment@ag.ny.gov) or phone at (212) 416-8080.

## North Carolina

The Office of the Solicitor General of North Carolina offers a Fellowship Opportunity for members of the North Carolina Bar.

- **The deadline for the 2021 Program has passed.** We will update this resource with information about the 2022 Program when it becomes available.
- Candidates for this fellowship must have graduated from an ABA-accredited law school.
- Strong preference is given to applicants with one or more clerkships on federal or North Carolina appellate courts.
- The fellowship term will last up to eleven months
- The salary will reflect the fellow's experience level
- Current job openings with the North Carolina Department of Justice are usually posted [here](#).
- To apply, send a cover letter, a resume, an unofficial law school transcript, and a writing sample that is not a draft opinion and only you have edited to Nick Brod, Assistant Solicitor General, at [nbrod@ncdoj.gov](mailto:nbrod@ncdoj.gov)
- **Deadline:** The deadline to apply is June 1, 2021.

## Ohio

The Attorney General's Office offers the [Simon Karas Fellowship](#) to one new lawyer as a chance to work as an appellate advocate on cases involving significant legal issues.

- **The deadline for the 2021 Program has passed.** The application process for the next term will open Fall 2021. We will update this resource with information about the 2022 Program when it becomes available.
- Paid, full-time position office from roughly October 2021 through September 2022.
- Applicants should be new to the practice of law, and may include recent law school graduates, current or recent judicial law clerks, and attorneys with limited experience in private or public sector practice.
- Candidates with judicial clerkship experience in the Ohio Supreme Court or the federal appellate courts are given preference.
- To apply, email a cover letter, resume, transcript, writing sample, and two letters of recommendation (emailed directly by the writers of those letters) in PDF format to Callie Staggers, HR Senior Analyst—Human Resources at [Callie.Staggers@OhioAttorneyGeneral.gov](mailto:Callie.Staggers@OhioAttorneyGeneral.gov)
- If you have any questions about the Karas Fellowship, please contact the Office of the Solicitor General at 614-466-8980.
- **Deadline:** December 31, 2020. Earlier applications are encouraged, as applications are reviewed on a rolling basis and promising candidates will be interviewed as their applications are received.

## Oregon

The Oregon Department of Justice offers the [Honors Attorney Program](#) for exceptional recent law school graduates, including those who have served as judicial clerks.

- **The deadline for the 2021 Program has passed.** We will update this resource with information about the 2022 Program when it becomes available.
- Applicants who have practiced law are not eligible.
- Two-year program, with a rotation to a different division after the first year
- You must be admitted to the Oregon State Bar (or expect to be shortly after appointment) and be eligible to practice law before the courts of the state of Oregon.
- To apply, submit the online application, letter of interest, resume, law school transcript, writing sample, and two letters of recommendation [here](#).
- Please email [Recruitment@doj.state.or.us](mailto:Recruitment@doj.state.or.us) if you have any questions.
- **Deadline:** September 25, 2020.

## Pennsylvania

The Office of the Attorney General offers the [Honors Fellowship Program](#) to provide recent law graduates the opportunity to gain practical experience in the public sector.

- **The deadline for the 2021 Program has passed.** We will update this resource with information about the 2022 Program when it becomes available.
- One-year fellowship beginning in September.
- Open to 3Ls or individuals participating in clerkships who have not held the title “Attorney” in any capacity.
- Check the website linked above for updated information about available opportunities
- For questions or assistance, contact Alixandra Eichelberger at [AEichelberger@attorneygeneral.gov](mailto:AEichelberger@attorneygeneral.gov) or (717) 857-2106.
- **Deadline:** November 15, 2020.

## Tennessee

The Attorney General’s Office accepts applications for full-time employment from graduating law students.

- [Information for Third-Year Law Students can be found here.](#)
- Positions available in primary offices in downtown Nashville.
- To apply, submit a resume, transcript, cover letter, writing sample and three references to Personnel Officer, Attention: 3L Applicants, PO Box 20207, Nashville, TN 37202. Materials may also be submitted by email in Word, WordPerfect or PDF format to [agattorneys@ag.tn.gov](mailto:agattorneys@ag.tn.gov), with “3L Applicant” in the subject line.
- If you have further questions, please contact Pete Sullivan at 615-741-2820 or [pete.sullivan@ag.tn.gov](mailto:pete.sullivan@ag.tn.gov).

The Office of the Solicitor General offers the one-year [Solicitor General \(OSG\) Honors Fellowship](#) beginning in August 2022.

- It is a paid fellowship available to a recent law school graduate.
- Judicial clerkship experience, particularly at the federal appellate level, is strongly favored.
- Applicants must be licensed and admitted to practice law in at least one State or have admission pending.
  - Admission to practice law in Tennessee is not a prerequisite for application, but an applicant who is not licensed in Tennessee and who accepts a Tennessee OSG Honors Fellowship will be required to apply for admission in Tennessee.
- To apply, please send a cover letter, resume, law school transcript, three letters of reference, and a writing sample to Ms. Kelly Smith, Senior Advisor to the Chief of Staff, at [Kelly.Smith@ag.tn.gov](mailto:Kelly.Smith@ag.tn.gov).
- **Deadline:** October 29, 2021.

## Virginia

The Office of the Solicitor General offers the opportunity to one junior attorney to work as the [2021-2022 John Marshall Fellow](#) for one year.

- **The deadline for the 2021 Fellowship has passed.** We will update this resource with information about the 2022 Program when it becomes available.
- This fellowship is aimed at attorneys who have been out of law school for 1-4 years as of their start date in Summer 2021.
- A previous clerkship is strongly preferred.
- Applicants need not currently be members of the Virginia bar, but the person who is hired will need to sit for the Virginia bar no later than July 2021.
- Compensation will be approximately \$65,000.
- To apply, send a cover letter (including names and contact information for three references familiar with your work and abilities), resume (including bar membership(s) and status of bar applications), law school transcript, and a writing sample to Kimberly Taylor, Executive Assistant, at [KTaylor@oag.state.va.us](mailto:KTaylor@oag.state.va.us) with the words “Marshall Fellowship Applicant” in the subject line.
  - Three letters from references are also required, and may be sent separately.
- **Deadline:** November 15, 2020.

## Washington

The Attorney General’s Office offers an [Honors Program](#) at multiple locations across the state.

- Opportunity is open to applicants who are 3Ls attending a school accredited by the ABA, set to receive a JD in the spring of 2022, and judicial clerks of appellate or federal courts who received a JD from a law school accredited by the ABA.
- Those who receive offers will begin in August 2022.
- Offers are contingent upon passing the July 2022 Washington State Bar examination or, for judicial clerks not yet members of the Washington State Bar Association, admission to the Washington State Bar by one’s start date.
- Apply by submitting a letter of interest, resume, law school transcript and a letter of

recommendation online at the website linked above.

- For questions about the AGO's Honors Program, you are encouraged and welcome to contact Attorney Recruitment Administrator Linda Nakamura at (206) 464-6446 or [Linda.Nakamura@atg.wa.gov](mailto:Linda.Nakamura@atg.wa.gov).
- **Deadline:** August 22, 2021.