



## Associate Hiring Process

Associate hiring decisions are driven by the needs of the firm's practice groups. Candidates are selected and interviewed by the practice group's members and a member of the firm's Associate Interviewing Committee (AIC). The firm uses a "behavioral interview" format which seeks to identify candidates whose character traits correlate with associates who typically succeed at the firm and are promoted to partnership. Before an offer can be extended, the practice group leader and department leader must concur in the hiring decision and obtain the approval of the firm's three-member Associate Hiring Committee.

If you are interested in joining Hinshaw, please contact our [Recruiting Department](#).

**If you are a resident of the State of California please review our [Privacy Notice](#) for California Owners, Directors, Officers, Employees, Contractors and Job Applicants before you submit any personal information, including a resume or job application to our Firm.**