

A photograph of two business professionals, a woman and a man, shaking hands. The woman is wearing a dark blue blazer and has red nail polish. The man is wearing a dark suit and a striped tie. The image is framed within a dark purple triangle.

Associate Experience

Professional Development.

Our associates are an integral part of Wiley and play an important role in the firm's continued growth and ability to serve our clients. We want our associates to succeed and to have long and meaningful careers. We invest in the success of our associates.

Associates Committee



Comprised of partners and associates who are elected by their peers, the Committee designs and administers programs that enhance the professional development of the firm's associates and plans social and community events.

Mentoring & Sponsorship



Wiley's two-phase mentor program provides individualized support to developing attorneys at every stage in their careers. Phase One mentors, assigned associate mentors and partners who act as senior advisors, assist with the transition from law school to private practice. Phase Two Mentorship is a structured program where partners and external consultants support our third-year and more senior associates in creating and implementing professional development plans, paving the way for successful futures.





Education, Training, & Practice



The firm holds more than 100 in-house training programs each year. Practice groups also meet periodically to ensure that recent cases, events, or issues of interest are discussed.

Evaluation & Advancement



The firm has a comprehensive formal evaluation program that focuses on the Associate Evaluation Competency Model, which outlines the skills associates need to acquire and sharpen as they navigate through their careers.

wiley

For more information,
please contact:

Janell Mallard

Director of Legal Talent

202.719.3324

recruiting@wiley.law

Partner-to-Associate Ratio:

- Election Law – 3:1
- Environment – 2:1
- Government Contracts – 2:1
- Insurance – 1:1
- International Trade – 2:1
- Litigation – 1:1
- TMT – 2:1
- White Collar – 1:1

Associate Compensation

Class	Salary	Class	Salary
1st	\$225,000	5th	\$360,000
2nd	\$235,000	6th	\$385,000
3rd	\$260,000	7th	Merit-based
4th	\$310,000	8th	Merit-based

Hours Requirement

- 1,950
- Includes up to 50 hours of pro bono work

Summer Program and Fall Associate Information

- All 2L summer associates for the past ten years received offers to return to the firm as associates.
- Size of summer program
 - 2025 Class—13 members
 - 2024 Class—15 members
 - 2023 Class—12 members
 - 2022 Class—13 members

