

Careers

Attorneys

At Vorys, we consistently strive for excellence in the representation of our clients, and we recognize this can only be achieved through attracting, retaining and developing the best talent.

We strive to keep our people happy and inspired! Whether you join Vorys as a new attorney or a lateral, we are invested in your growth and offer comprehensive training, mentorship and resources to support your professional development, well-being, and integration within the firm. And, we reward you for exceptional work by providing competitive salaries and a broad array of benefits. If you are seeking a highly collaborative, client-focused and team-oriented law firm with an outstanding reputation, challenging work and the opportunity to develop your practice, look no further.

We invite you to explore our current openings by clicking below.

Onboarding and Integration

Our onboarding program is specifically tailored to each individual attorney. In advance of your arrival, our Legal Talent Department consults with you, along with various firm leaders, colleagues, and departments to discuss the nature of your work, the clients you will be serving, any unique training required, and upcoming opportunities for engagement. We then use this information to develop an onboarding program focused on your specific practice opportunities and training needs. Our goal is to facilitate meaningful connections throughout the firm, both personal and professional, and to arm you with the tools needed to succeed from day one.

To support your integration within the firm, the Legal Talent Department conducts check-ins with all new attorneys at regular intervals during their first year. Our focus during these check-ins is to learn more about your current work and professional development goals, build connections within the firm, ensure that you have the resources you need, and make you aware of firm programs or other events to stay connected.

Vorys University – Training and Professional Development

Vorys University is the firm's formal training program designed to enhance our attorneys' substantive, practice management, client service, business development, and leadership skills.

We offer various academies for different levels of attorneys. These academies combine and customize courses from our three learning tracks (technical and legal skills, practice management, and leadership development) to provide our lawyers with the knowledge, tools and support they need at specific stages in their careers, beginning as soon as attorneys join the firm through their progression to partnership.

Mentorship Program

Vorys formal, team-based mentorship program is designed to support your career development and relationship building within the firm. Through the program, you'll gain a greater understanding of the firm and our clients, clarity and alignment of performance expectations, real-time feedback, and receive individual coaching.

At the heart of our program is a built-in support network (mentorship teams) to enhance your experience at the firm. Each team typically consists of two mentees paired with one partner mentor from the same practice group or office. Each mentorship team is also paired with another mentorship team to facilitate relationships across different offices and practice groups, and to provide additional support.

Some of the unique aspects of our mentorship program:

- All mentors are specifically selected by their practice group leader or office managing partner to participate, so we have highly committed and motivated mentors in the program.
- Both mentors and mentees receive on-going training through Vorys University programs. In addition to the informal relationship-building that occurs, substantive topics (such as delivering and receiving feedback; creating a career development plan, and others) are presented and consistent across the firm to further support your career development and growth.

Well-Being – Thrive @ Vorys

Vorys is committed to creating an atmosphere in which our people thrive. We offer a variety of programs, benefits and resources to promote well-being – personally and professionally.

Vorys' Legal Talent Department provides dedicated resources to help advance attorneys' careers and elevate their experience at the firm; well-being is a key focus area. In addition, firm leaders and mentors closely monitor work allocation, work load and work quality for their respective teams to ensure we continue to take care of our people and deliver work of the highest quality.

Well-being is woven into many of Vorys' initiatives and priorities across the firm. The firm offers a variety of mental health and well-being programs and resources including through the firm's insurance plan, flexible work arrangements, structured mentorship, Vorys University well-being and professional development curriculum, Vorys Gives Back **community-service and pro bono projects**, certified Mental Health First Aiders on staff, intentional onboarding and integration of new attorneys and summer associates and routine check-ins with new attorney hires.

Performance Evaluations

Vorys is a special place to practice law. Unlike many law firms, we evaluate and reward performance by recognizing individual contributions across a variety of categories that go well beyond hours, including legal skills, interpersonal and leadership skills, client service excellence, community involvement, entrepreneurial spirit and demonstrated commitment to the firm's core values, among others. We're proud of this approach because it promotes our inclusive culture that honors client service, teamwork,

collaboration and innovation, and creates an atmosphere focused on developing our talent and client relationships across the firm, and encourages involvement in the communities we serve.

Performance is evaluated annually, and salary increases are based upon individual achievement and progress (total contribution, noted above). Each year, every associate and non-partner meets with a member of the firm's Performance Review Committee and mentor to discuss performance and future professional development goals.

Contact

Attorneys and patent professionals interested in positions in any of our offices should direct their resumes and inquiries to:

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NOTICE TO RECRUITING AGENCIES AND SEARCH FIRMS

We do not accept unsolicited resumes and will not pay a fee for any unsolicited submissions. Any resume sent without request or prior approval from our Legal Talent Department will be considered unsolicited. In addition, please do not call or e-mail any attorney at our firm without prior approval from our Legal Talent Department. If you know a candidate who might be a good fit for our firm, please send an e-mail with relevant details describing the candidate without revealing his or her name, and we will promptly respond. All submissions must be sent to attorneys@vorys.com. Thank you for respecting our process.

Vorys, Sater, Seymour and Pease LLP is an Equal Opportunity Employer (EOE).