



Associate Life

Unlike most large law firms, Sheehan Phinney does not hire a large associate class each year. Instead, we generally hire a few new associates, most of whom are graduates of our highly selective summer program. We commit to train and help them develop the full complement of skills that will allow them to become the next generation of exceptional Sheehan Phinney partners.

As a Sheehan Phinney associate, you will work closely with partners and clients, developing, among other things, strong interpersonal skills. Through training, editing, and experience, you will also hone your analytical, writing, oral advocacy, negotiating and client-development abilities. You will be assigned a mentor who will guide your progress in these areas and help to manage your workflow. You will be given as much responsibility as you can effectively handle - mindful of the fact that your colleagues' doors are always open, and that our culture fosters and encourages collaboration and the sharing of ideas and strategies. It is not unusual for a Sheehan Phinney associate, with supervision and support from a partner, to brief and argue a case to the New Hampshire Supreme Court, or to play an integral role in a corporate deal in their second or third year of practice.

Sheehan Phinney associates are expected to bill 1800 hours per year, to be a member of at least one board or community service organization that complements your personal interests, and to write articles, or to serve as a continuing legal education panelist in a relevant field. We strive to become fully integrated into our communities, and we actively support you in this regard by helping you through sponsoring community events, finding suitable board positions, or volunteer opportunities to complement your interests.

The commitment to work-life balance is also a critical component of our culture at Sheehan Phinney. While we work hard and are committed to providing the best legal services to our clients, we also take pride in the time we spend with our families, coaching children's sports teams, pursuing hobbies and other interests, traveling, and being involved in our communities.

At Sheehan Phinney, associates become eligible for partnership consideration after completing their seventh year at the firm (which includes credit given for eligible judicial clerkships). Although Sheehan Phinney selects very few new associates each year, we take and develop the best lawyers and expect our associates to become partners. Our track record proves it.