

What advice would you give a student considering Baker Botts?
Do your homework, be curious, and be yourself. Understand our practices, clients and culture – and think about what genuinely interests you. Ask thoughtful questions. Interviews are a two-way conversation, consider not only where you want to start your career, but where you can see yourself building one.

What makes a great junior associate?
Be eager. Be a teammate. They understand that great client service starts with being a great colleague. They seek out opportunities, anticipate needs, ask questions and respect everyone they work with.

What is one thing a summer associate can do to make the most of their summer?
Be present and intentional. Show up, stay curious, and make connections across the firm. Use the time to understand both the work you'll be doing and the people you'll be doing it with.

What makes a law student stand out?
Confidence, poise, calmness and intellectual curiosity. Combined with strong credentials and genuine interest in the work, these characteristics can distinguish a candidate from the crowd.

How will I grow at Baker Botts?
Take ownership early — with support along the way. We give associates opportunities to take on challenging work and meaningful responsibility early in their careers, while recognizing that becoming a great lawyer takes time.

What sets our culture apart?
There's a real sense of investment in the work, in our clients, and in each other. People genuinely care about doing excellent work and being great teammates, and associates are encouraged to take initiative and make their interests known.

> **I wish I had understood that the best firm for you is the one that will let you grow faster than you think you're ready for. Ask who will put you in front of clients early, who will trust you with real responsibility, and who will be in your corner when you're stretching. That runway matters more than any ranking.**
>
> — Matt Baker, Baker Botts Partner

OUR TEAM

Our Hiring Partners play an important role in identifying the next generation of Baker Botts lawyers. They look for talented, curious, and collaborative people who are excited to learn, make an impact, and grow with the firm.


Matt Baker
San Francisco
Litigation/Privacy


Jeremy Gott
Dallas
Global Projects


Ariel House
Austin
Litigation


Tina Nguyen
Houston
Litigation


Neil Sirota
New York
Intellectual Property


Martha Thomsen
Washington, D.C.
Litigation/ESIR