



**STATE OF NEW JERSEY
OFFICE OF ADMINISTRATIVE LAW**

Job Title:	Law Clerk, 2027-2028 term
Location:	Hybrid work schedule; offices in suburban Trenton, downtown Newark, and Atlantic City
Term:	One-year appointment, with the possibility of extension to a second year
Anticipated Start:	September 7, 2027
Compensation:	\$72,450.05 annual salary; medical and dental benefits; vacation and sick leave
Qualifications:	Graduation from an accredited law school with an overall GPA of 3.3 or higher; grade of B+ or higher in Legal Research and Writing

Law Clerk to Administrative Law Judges

The New Jersey Office of Administrative Law (OAL) offers a distinctive clerkship for recent law school graduates who want to develop strong research, writing, and analytical skills while gaining broad exposure to contested case proceedings and judicial decision-making. OAL law clerks work closely with administrative law judges on cases that affect public agencies, regulated entities, and individuals throughout New Jersey.

Unlike a traditional clerkship centered on one judge or one docket, OAL clerks work with multiple judges over the course of the year. That structure gives clerks a broader perspective on adjudication and the opportunity to learn from different judicial approaches.

What Sets the OAL Clerkship Apart

- **Substantial legal research and writing:** Research complex legal issues and draft legal memoranda and recommended decisions in multiple contested case areas, with regular substantive feedback from judges and supervising attorneys.
- **A diverse caseload:** Work on matters involving environmental law, civil service, Medicaid, public utilities, education and special education, pensions, civil rights, health care, insurance, professional licensing, and other areas of administrative law.
- **Experience working with multiple judges:** Work with several administrative law judges over the course of the year, gaining exposure to different approaches to legal analysis, case management, hearings, and decision writing.
- **Meaningful hearing and case exposure:** Attend hearings, settlement conferences, and prehearing proceedings. Meet with judges before proceedings to discuss legal and evidentiary issues and debrief afterward to further develop your analysis.
- **Structured training and development:** Participate in extensive in-house continuing legal education, including a curated legal writing program designed to strengthen research, writing, and analytical skills throughout the clerkship.

- **Professional development:** Work closely with judges and experienced attorneys within the OAL while gaining exposure to a broad range of attorneys, agencies, and advocacy styles through contested proceedings.
- **A flexible work environment:** Work on a hybrid schedule with up to two remote workdays per week, supported by secure technology.

Where an OAL Clerkship Can Lead

Former OAL law clerks have gone on to positions throughout the legal profession, including attorney positions with the New Jersey Attorney General's Office and other State agencies, federal agencies, federal judicial clerkships, and private practice at firms ranging from small and mid-sized firms to large national firms.

The breadth of the OAL experience gives clerks a strong foundation for whatever comes next. Clerks leave the program with substantial research and writing experience, familiarity with contested proceedings, and experience working closely with multiple judges across a wide range of substantive law.

Application Instructions

Interested applicants should submit a cover letter, resume, law school transcript, and writing sample by email to:

Jennifer L. Campbell, Esq.

Assistant Director for Legal Research

New Jersey Office of Administrative Law

jennifer.campbell@oal.nj.gov

Applications are reviewed on a rolling basis. Early applications are encouraged.