

ANNUAL BAY AREA

Diversity CAREER FAIR

A program of Orrick and the Bar Association of San Francisco

Frequently Asked Questions For Students

Who can participate in the Bay Area Diversity Career Fair?

Participation is limited to rising 2Ls (class of 2026) pursuing a JD at an ABA-accredited law school. Rising 2Ls pursuing a JD/MBA degree or evening students at an ABA-accredited law school, who are not graduating in 2026, are also eligible.

Is BADCF virtual or in-person?

BADCF will be virtual this year.

How do I register?

Candidates may register at the following link:

<https://florecruit.com/v2/app/badcf/registration/events/58435/register>

When does student registration open/close?

Students may register beginning on Wednesday, April 17. Registration will remain open until Friday, June 14.

When will I be notified that my registration has been accepted?

Your registration will be approved automatically. After you create your profile, you should be able to log into your FloRecruit profile and view your personal dashboard.

What is “applying” in the context of FloRecruit?

You may “apply” to as many employers, via their FloRecruit job posts, as you like. There is no maximum number of employers you can apply to. To be considered for selection by an employer, you must apply to that employer’s specific job post.

When can I start applying for job posts?

You may start applying for job posts on Wednesday, April 17.



When is my deadline to apply for job posts?

The deadline to complete your applications is Friday, June 14.

How will I know which employers are participating in BADCF?

Participating employers will be added into FloRecruit on a rolling basis until Friday, May 31. We highly encourage you to check your FloRecruit profile regularly until May 31 for the most up-to-date list of employer job posts that you can apply for.

Are candidates selected for interviews based on employer preselects or lottery?

Schedules are determined based on employer selections. There is no lottery component to schedules.

How will I know if I have been selected for an interview?

Beginning on Monday, July 1, you will be able to view employer selection decisions. Each of your applications will indicate if you've been selected to interview or marked as an alternate. If you are selected for an interview, you will have until Monday, July 8 to accept or decline your interviews.

As candidates accept or decline interviews, alternates will be pulled from the waitlist on a rolling basis. If you are marked as an alternate, please check back regularly until Friday, July 12 to see if you have been invited off the waitlist. You will have until July 12 to accept or decline those invitations.

When will final schedules be released?

Final schedules will be released to both students and employers on Wednesday, July 17.

When should I upload my materials?

Upon registration, you should upload your resume and, if applicable, other application materials, including transcripts, cover letters, and writing samples. Employers may differ in what materials they request for their job applications.

What platform is BADCF utilizing to host the career fair?

We are also utilizing FloRecruit as our online virtual recruiting platform. To learn more about FloRecruit, please visit their website at <https://start.florecurit.com/>.

Is there any other programming associated with BADCF?

A virtual panel discussion will be held on Thursday, July 18. This panel is open to all registered students and employers.



Can I request an interview with an employer who I am not scheduled to interview with?

You may contact the employer to see if they can set up a separate interview. This decision is at the discretion of the employer, and we cannot help facilitate these requests.

What is the suggested attire for the BADCF?

We recommend business professional attire.

What if I am experiencing issues the day of the career fair?

For technical issues, please contact FloRecruit's customer support chat. You can reach this chat by clicking the blue circle in the bottom of your FloRecruit window. We recommend ensuring you have a stable and reliable internet connection to avoid any technical issues the day of the interview. If you need to cancel any interviews, please contact us immediately at registration@orrick.com.

