



**Hicks Johnson
2025 Diversity Fellowship
Application**

Fellowship Overview

Hicks Johnson is offering a three-week summer fellowship to two highly qualified 1L law students who have demonstrated a commitment to diversity in the legal profession. The fellowship includes a \$10,000 stipend, paid in two installments (in advance and at completion), as well as lodging in Houston.

Fellows spend three weeks working closely with our lawyers on substantive matters. The experience also includes robust educational and social programming, such as after-work events, visits to Houston attractions, lunch and learns with partners, and attendance of external activities (such as depositions and jury trials) alongside firm lawyers. Each fellow is assigned a senior associate “facilitator,” who regularly checks in to resolve any questions or concerns.

Our goal is to show you why Hicks Johnson may be the best choice for your career growth. Because we view this fellowship as the first phase of a pipeline to long-term employment at the firm, we typically ask fellows to return as 2L summer associates and/or first-year associates once they have successfully completed the fellowship.

At Hicks Johnson, we invest significant time and resources into developing the next generation of trial lawyers. Junior associates play a vital role in every case, completing substantive assignments—such as drafting motions, preparing deposition questions, and researching strategy memos—that have a real impact on the firm’s success. They attend depositions and try cases within their first year of practice, reflecting our commitment to providing courtroom experience early and often.

Timeline

Applications will be considered on a rolling basis between November 1, 2024, and January 2, 2025. Please apply by December 2, 2024, to ensure that your application receives priority consideration. We cannot guarantee that any applications accepted after this date will be considered. Decisions will be made by January 30, 2025.

The fellowship dates are May 12-30, 2025.

About Hicks Johnson

Hicks Johnson was founded in 2007 by lawyers from leading national firms who saw a demand for sophisticated, efficient, non-conflicted litigation services in the Houston market. Since then, we have grown into a 20-lawyer litigation, appellate, and arbitration boutique with national and international reach with locations in Houston and Chicago.

Over the past 17 years, we have defeated billions of dollars in claims for defendants and collected more than \$1 billion for plaintiffs in the areas of energy, healthcare, construction, corporate and securities litigation, and appellate work.

- Learn more about [what we do](#) and [what it's like to work with us](#)
- Read [Is a Boutique Litigation Firm Right for You?](#)
- Read [On the Right Track: From Big Law to Litigation Boutique](#)
- Meet former fellows [Aman Sankineni](#) and [Copenhagen Elliott](#)

Application Instructions

Email your application to careers@hicksjohnson.com.

In the body of your email, please include the following:

- Name
- Address
- Phone
- Email
- Law school/year
- Undergraduate school/year

In addition, please attach:

- Resume
- Law school transcript with first-semester grades (if/when available)
- Two letters of recommendation (academic or professional)
- Two essays
 - Essay #1 (up to 250 words): Describe your interest in working in Hicks Johnson's litigation-focused environment.
 - Essay #2 (up to 250 words): Describe your commitment to advancing diversity in the legal profession.