

## Grade Level Qualifications for OCR Attorney Positions

Attorney, GS-9:	<p>Graduation from an ABA accredited law school; and</p> <p>Membership in good standing to the Bar of a State or Territory of the United States, the District of Columbia, or the Commonwealth of Puerto Rico.</p>
Attorney, GS-11:	<p>An applicant may satisfy the requirements in one of the following ways:</p> <ul style="list-style-type: none"> <li>A. The GS-9 requirement plus one year of professional legal experience; or</li> <li>B. The GS-9 requirement plus the second professional law degree (LL.M.) that requires one full year of graduate study; or</li> <li>C. The GS-9 requirement plus the applicant’s record reflects superior law schoolwork or activities that demonstrate one or more of the following: <ul style="list-style-type: none"> <li>1. Academic standing in the upper third of the law school graduating class; or</li> <li>2. Work or achievement of significance on the law school’s official law review; or</li> <li>3. Special high-level honors for academic excellence in law school, such as election to the Order of the Coif; or</li> <li>4. Moot court competition winner or membership on the moot court team which represents the law school in competition with other law schools; or</li> <li>5. Full-time or continuous participation, for one year or two semesters of law school, in a legal aid program (as opposed to one-time, intermittent, or casual participation); or</li> <li>6. Significant summer law office clerk experience after beginning law school; or</li> <li>7. Other equivalent evidence of clearly superior achievement.</li> </ul> </li> </ul>

	<p>For purposes of counting the number of years of professional legal experience after graduation from law school:</p> <ol style="list-style-type: none"> <li>1. work following receipt of a professional law degree as a full-time clerk to a judge or court qualifies as professional legal experience even if the applicant was not a member of a bar at the time (this does not include judicial internships performed while a law student, which are considered under section C.6 above); and</li> <li>2. to the extent this can be determined from materials submitted through USAJOBS, work of a legal nature after receipt of a professional law degree will count toward the required professional legal experience, even if the applicant performed the work in a job that is not classified as a legal position, regardless of whether the applicant has been admitted to the bar.</li> </ol>
Attorney, GS-12:	The GS-11 requirement plus one additional year of professional legal experience at the level of difficulty and responsibility equivalent to that of an attorney at the grade immediately below the one being filled.
Attorney, GS-13:	The GS-12 requirement plus one additional year of professional legal experience at the level of difficulty and responsibility equivalent to that of an attorney at the grade immediately below the one being filled.
Attorney, GS-14:	The GS-13 requirement plus one additional year of professional legal experience at the level of difficulty and responsibility equivalent to that of an attorney at the grade immediately below the one being filled.
Attorney, GS-15:	The GS-14 requirement plus one additional year of professional legal experience at the level of difficulty and responsibility equivalent to that of an attorney at the grade immediately below the one being filled.