



JD ADVANTAGE CAREER GUIDE

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Table of Contents

Introduction.....	3
Compliance & Ethics	4
Contract Management/Vendor/Procurement Management	6
Corporate Governance/Responsibility/Sustainability	7
Data Privacy/Security	9
Diversity, Equity, & Inclusion	11
Government Affairs/Relations	13
Human Resources/Wage & Employee Benefits	16
Insurance/Risk Management	18
Intellectual Property, Technology & Licensing	20
Legal Operations, Innovation & Technology	22
Regulatory Affairs	24
Appendix I – Professional Competencies, Characteristics and Skills	26
Appendix II – Summary Reports, Salary Reports and Notes	29
Table 1. Reported Salaries in Business & Industry – Quartiles and Ranges	30
Table 2. Reported Salaries in Business and Industry – Quartiles and Ranges for JD Advantage Jobs Only	31
Table 3. Reported Salaries in Government by Level of Government and Type of Job – Quartiles and Ranges	32
Table 4. Reported Salaries in Government by Level of Government and Type of Job – Quartiles and Ranges for JD Advantage Jobs Only	33
Appendix III – JD Advantage Career Guide Contributors	34

Introduction

The 2025 Edition of the JD Advantage Career Guide is a resource for those looking to learn more about JD Advantage careers and opportunities. The term “JD Advantage” generally refers to positions for which having a law degree provides a distinct advantage but bar admission is not required. JD Advantage positions span industries and roles and account for a critical number of long-term, full-time jobs reported by law school graduates.

The 2025 edition of the JD Advantage Career Guide includes profiles of 11 JD Advantage career areas, and each profile includes an overview of the area “In a Nutshell”, key search terms, typical employers, job titles, a list of related professional associations with links, and certification bodies. Appendices also include required Professional Competencies, Characteristics, and Skills (Appendix I), as well as relevant NALP salary data for JD Advantage jobs and NALP National Summary Reports for 2020-2024 (Appendix II).

This 2025 Guide builds upon the work of the authors of the 2020 Guide, namely members of the JD Advantage Work Group from 2018 — 2020, a Work Group within NALP’s JD Career Advisors Section. Members of the JD Advantage Work Group from 2023 — present contributed to the completion of this updated edition reflecting current resources and NALP JD Advantage job data. Guide contributors from the original and updated versions are listed in Appendix III.

For the Class of 2020, the year in which this Guide was originally published, 10.4% of graduates reported jobs for which a JD provides an advantage according to the 2020 NALP National Summary Report. Absent a slight increase of 0.2% in 2021, the percentage of JD Advantage positions reported by NALP has decreased, as the number of Bar Admission Required positions has increased. For the Class of 2024, 6.9% of graduates reported obtaining a JD Advantage position (See NALP National Summary Reports for 2020-2024).

While growth of reported JD Advantage positions has slowed in recent years, the total number of law school graduates obtaining JD Advantage work continues to remain significant and accounted for 2,615 jobs reported by NALP for 2024 law graduates. The largest numbers of JD Advantage jobs were found in the business sector and were desirable, long-term, full-time positions (See NALP Class of 2024 National Summary Report). Accordingly, the JD Advantage Work Group will continue to provide resources and raise awareness among law students, employers, and the NALP community regarding the value of a legal education for roles and industries beyond the traditional practice of law.

Compliance & Ethics

KEY THINGS TO KNOW

In a Nutshell: The term compliance refers to the ability to act according to a set of guidelines, established rules, laws, or requirements. Compliance professionals work across industries and entities to ensure that organizations and their employees abide by all applicable laws, regulations, and requirements to preserve integrity and reputation. Compliance professionals develop, implement, and evaluate legal and regulatory requirements and programs. They also investigate and document potential compliance risks and violations. In the context of financial services, business compliance encompasses (1) compliance with the external rules that are imposed upon an organization as a whole, and (2) compliance with internal systems of control that are imposed to achieve compliance with the externally imposed rules.

Sources: <https://www.int-comp.org/learn-and-develop/subject-areas/career-pages-governance-risk-and-compliance/>
<https://www.bls.gov/ooh/business-and-financial/compliance-officers.htm>

Key Search Terms: compliance, compliance officer, ethics officer, chief compliance officer

Typical Employers: banks and other financial institutions, pharmaceutical companies, hospitals/health care companies, higher education, business/industry/corporations

Job Titles: Compliance Specialist, Ethics Compliance Officer, Director of Compliance and Ethics, Compliance Officer, Chief Compliance Officer, Compliance Analyst, Compliance Coordinator, Compliance Risk Manager, Business Compliance Project Manager, Risk and Regulatory Compliance Manager, Regulatory Affairs Specialist, Audit & Risk Manager, Compliance Associate, Compliance/AML Training Consultant, Fraud Investigator.

Sources: <https://www.bls.gov/ooh/business-and-financial/compliance-officers.htm>
<https://www.corporatecompliance.org/scce-membership-why-join-test>
<https://www.onetonline.org/link/summary/13-1041.00>
<https://www.int-comp.org/learn-and-develop/subject-areas/career-pages-governance-risk-and-compliance/>

PROFESSIONAL ASSOCIATIONS & CERTIFICATIONS

Association of Certified Anti-Money Laundering Specialists

ACAMS is an international membership organization offering training and certification regarding the prevention and detection of money laundering.

International Association of Risk and Compliance Professionals

Global community of experts in risk and compliance management offering certifications.

Training and certification programs include:

[Certified Risk and Compliance Management Professional \(CRCMP\)](#), distance learning and online certification program.

[Certified Information Systems Risk and Compliance Professional \(CISRCP\)](#), distance learning and online certification program

[Certified Risk and Compliance Management Professional in Insurance and Reinsurance CRCMP\(Re\)I](#), distance learning and online certification program

[Certified Cyber \(Governance Risk and Compliance\) Professional CC\(GRC\)P](#), distance learning and online certification program.

[Travel Security Trained Professional \(TSecTPro\)](#), distance learning and online certification program

[Society of Corporate Compliance and Ethics](#)

SCCE supports the compliance and ethics profession with educational opportunities, certification, networking, and other resources for a variety of industries. Corporate Compliance Certifications are provided through the [Compliance Certification Board](#) and include:

[Certified Compliance and Ethics Professional](#)

[Certified Compliance and Ethics Professional International](#)

[Health Care Compliance Association](#), Under the SCCE, HCCA provides educational opportunities, certification, resources, and industry connections.

[Certified in Healthcare Compliance](#)

[Certified in Healthcare Research Compliance](#)

[The National Society of Compliance Professionals](#)

The NSCP is a nonprofit, membership organization dedicated to serving and supporting the compliance professional in the financial services industry.

Contract Management/Vendor/Procurement Management

KEY THINGS TO KNOW

In a Nutshell: Contract management is an essential function for businesses and involves managing the legal and financial aspects of contracts for employees, vendors, and other parties. The responsibilities of contract managers have expanded to include contract creation, execution, analysis, negotiation, delivery of services, revisions/amendments, auditing, reporting, and renewal. Technology has played a crucial role in contract management, with the prevalence of contract management software and automation tools that streamline processes, improve accuracy, and reduce risk. In addition, data analytics and reporting have become increasingly important in contract management, with professionals using data to identify trends, track performance, and make strategic decisions. Law students interested in contract management should stay up to date with the latest technology and data analytics tools and consider developing skills in these areas.

Key Search Terms: contract management, procurement management, vendor management, contract compliance, contract auditing, contract administration

Typical Employers: any type of company or business that requires the management of contracts and vendor relations

Job Titles: Contract Specialist, Contract Administrator, Contract Manager, Procurement Manager, Vendor Manager, Contract Analyst, and Supplier Relationship Manager

Sources: <https://ncmahq.org/Web/Web/Membership/What-is-Contract-Management-.aspx>

www.businessnewsdaily.com/4813-contract-management.html

<https://www.linkedin.com/advice/1/you-have-experience-contract-management-what-clgcc>

PROFESSIONAL ASSOCIATIONS & CERTIFICATIONS

National Contract Management Association (NCMA)

The NCMA is a professional society, resource, and certification provider for contract management professionals. The NCMA provides certifications for the following:

[Certified Professional Contract Manager \(CPCM\)](#)

[Certified Federal Contract Manager \(CFCM\)](#)

[Certified Commercial Contract Manager \(CCCM\)](#)

[Certified Contract Management Associate](#)

Corporate Governance/Responsibility/ Sustainability

KEY THINGS TO KNOW

In a Nutshell: Corporate governance encompasses a broad range of professionals, including corporate secretaries, business executives, and legal professionals who work in governance, ethics, and compliance functions in public, private, and not-for-profit organizations. These professionals play a vital role in supporting their board of directors and executive management in matters such as board practices, compliance, regulation, legal matters, shareholder relations, and subsidiary management. With the growing emphasis on corporate social responsibility and sustainable practices, companies are increasingly hiring professionals who can advise on matters relating to environmental, social, and governance (ESG) issues, community relations, and public image. Law students interested in corporate governance should stay up to date with the latest developments in ESG and sustainable practices and consider developing skills in these areas.

Source: <https://www.investopedia.com/terms/c/corporategovernance.asp>
<https://www.societycorp.gov.org/topicalindex18/topicalindex>

Key Search Terms: corporate governance, AI Governance, corporate audit, corporate responsibility, corporate engagement, board relations

Typical Employers: all types of companies, universities, consulting firms, accounting firms, financial institutions and highly regulated industries.

Job Titles: Corporate Secretary, Compliance Officer, Governance Analyst, AI Governance, Chief Ethics Officer, and Director of Corporate Responsibility, ESG, and CSR.

Source: <https://careers.societycorp.gov.org/>

PROFESSIONAL ASSOCIATIONS & CERTIFICATIONS

Association of Corporate Counsel

ACC is a Global Legal Association that promotes the common professional and business interests of in-house counsel who work for corporations, associations, and other organizations through information, education, networking, and advocacy.

Corporate Legal Operations Consortium (CLOC)

CLOC is the largest community of legal operations professionals, with more than 6,300 members in across the United States and in 20 countries. CLOC members connect directly with peers who bring deep knowledge, expertise, and influence. They engage in-person at events and in online forums. Together, they address challenges and drive change.

Higher Education

A variety of universities offer certificate programs in corporate governance and sustainability, including [Harvard Extension School](#), [Tufts University](#), and [New York University's Leonard N. Stern School of Business](#)

International Association for Privacy Professionals

The IAPP offers an AI Governance Certificate. [Certification information can be found here.](#)

With the expansion of AI technology, there is a need for professionals in all industries to understand and execute responsible AI governance. The AIGP credential demonstrates that an individual can ensure safety and trust in the development and deployment of ethical AI and ongoing management of AI systems.

International Association for Sustainable Economy

The IASE – International Association for Sustainable Economy, was established in London in 2020 by a group of experienced global practitioners and academics. IASE aims to certify the competence of professionals and students from all fields of endeavor in ESG best practices and promote its values and importance to society.

Having ESG-certified professionals in strategic positions in their organizations and promoting greater recognition of their competence and professionalism through knowledge, skills development, lifelong learning, behavior, and ethics are all vital for the professionals and their organizations. [Certifications can be found here.](#)

LegalOPs.com

LegalOPS advances the corporate legal ecosystem through connections, content, and community. Connects corporate in-house leaders with each other and with the broader ecosystem of professionals who serve them, providing ways to connect both in person and online. Curates high-quality, actionable content, framed by comprehensive reference models defining both operational excellence and individual excellence.

Society of Corporate Compliance & Ethics

Established in 2004, Society of Corporate Compliance and Ethics® (SCCE®) supports compliance and ethics professionals across industry as part of the overarching mission of SCCE & HCCA, a nonprofit member-based professional association with more than 19,000 members in over 100 countries. [Certifications can be found here.](#)

Society for Corporate Governance

The Society for Corporate Governance, Inc. (“the Society”) is a 501 (c)(6) non-profit organization comprised principally of corporate secretaries and business executives in governance, ethics and compliance functions at public, private and not-for-profit organizations. Members are responsible for supporting their board of directors and executive management in matters such as board practices, compliance, regulation and legal matters, shareholder relations and subsidiary management. The Society provides an array of professional development opportunities to its members via regular conferences and seminars.

Data Privacy/Security

KEY THINGS TO KNOW

In a Nutshell: While data privacy and data security are related, they are not the same. Data privacy is focused on the use and governance of personal data, including policies for collecting, sharing, and using data appropriately. Data security, on the other hand, is more focused on protecting data from malicious attacks and the exploitation of stolen data for profit. While security is necessary for protecting data, it's not enough to address privacy.

As technology continues to advance and more data is collected and exchanged, the field of information privacy is becoming increasingly complex. Organizations face a significant risk matrix when it comes to protecting personal information. As a result, privacy has emerged as a critical consumer and citizen protection issue in the global information economy. Data privacy regulations, such as the EU's [General Data Protection Regulation \(GDPR\)](#) and California's [Consumer Privacy Act \(CCPA\)](#), have increased the responsibilities of organizations to protect personal data and expanded the rights of individuals to control their data. Additionally, as the importance of [data ethics](#) gains recognition, organizations are beginning to implement ethical frameworks for their data practices.

The use of artificial intelligence (AI) and machine learning has grown tremendously in the past few years, including within data privacy and security. In addition to its numerous other applications, AI is used for threat detection and prevention, as well as automating compliance processes. Law students interested in data privacy should stay up to date with the latest [data privacy policy, regulations and emerging technologies](#), including [AI and machine learning](#).

Sources: <https://www.snia.org/education/what-is-data-privacy>

<https://www.ibm.com/think/topics/data-privacy>

<https://atlan.com/data-privacy-vs-data-security/>

Key Search Terms: Data privacy, data security, cyber security, emerging technologies, artificial intelligence (AI), machine learning, data regulation, data governance

Typical Employers: Corporations and businesses, government agencies, nonprofit organizations, and institutions of higher education, among others; data privacy and security roles are often located within or collaborate frequently with legal, compliance, and information technology departments

Job Titles: Director of Data Security & Privacy, Privacy Analyst, Privacy Specialist, Data Privacy & Security Analyst, IT Governance & Privacy Specialist, Data Protection and Privacy Associate, Privacy Compliance Analyst, Information Security Analyst, Information Security Analyst

Source: <https://iapp.org/connect/career-central/>

PROFESSIONAL ASSOCIATIONS & CERTIFICATIONS

[American Bar Association \(ABA\) Cybersecurity, Privacy & Data Protection Committee](#)

The ABA Cybersecurity, Privacy & Data Protection Committee provides timely information to the legal community on developments involving cybersecurity, privacy, and data protection in the context of government contracting; monitors, reviews, and comments on developments in these areas as they relate to government contracting and associated activities; and proposes best practices and practical solutions to legal and contractual challenges associated with government contracting in these areas.

Information Systems Security Association (ISSA)

ISSA is a not-for-profit, international organization of information security professionals and practitioners. It provides educational forums, publications, and peer interaction opportunities that enhance the knowledge, skill, and professional growth of its members.

International Information System Security Certification Consortium (ISC2)

This nonprofit organization provides training and certifications in various aspects of cybersecurity. The [Certified Information Systems Security Professional \(CISSP\) certification](#) is a widely recognized credential within the cybersecurity space.

Privacy & Data International Association of Privacy Professionals (IAPP)

The IAPP offers the most encompassing, up-to-date and sought-after global training and certification program for privacy and data protection. The [Certified Information Privacy Professional \(CIPP\)](#) designation helps organizations around the world bolster compliance and risk mitigation practices, and arms practitioners with the insight needed to add more value to their businesses. Becoming CIPP-certified during law school provides a significant boost for students interested in pursuing work in this area.

The Future of Privacy Forum (FPF)

FPF is a nonprofit think tank that “brings together industry, academics, civil society, policymakers, and other stakeholders to explore the challenges posed by emerging technologies and develop privacy protections, ethical norms, and workable best practices in these areas and more.” FPF offers [live virtual training sessions](#) about relevant privacy and AI issues for individuals and teams.

Diversity, Equity, & Inclusion

KEY THINGS TO KNOW

In a Nutshell: Diversity, equity, and inclusion (DEI) professionals acknowledge and support the multiple identities of personnel who comprise an organization so that there is an appreciation for those differences, as well as synergy around shared attributes that are reflective of the greater global community. DEI professionals may work in the areas of recruitment, employee retention, professional development, and education. DEI professionals are aware of applicable employment and labor laws and best practices to create a sense of community and belonging in the workplace. While certifications are not required to work in the field of DEI, they can deepen professionals' field-specific knowledge while broadening their general human resources and professional development skillset.

At the time of this writing, DEI work is undergoing significant change in response to the Trump Administration's stated aim to dismantle programs promoting diversity, equity, inclusion, and belonging in government and higher education.

Sources: <https://www.ebsco.com/research-starters/politics-and-government/diversity-equity-and-inclusion-dei>
<https://www.indeed.com/career-advice/finding-a-job/what-does-human-resources-do>
<https://www.shrm.org/topics-tools/topics/inclusion-diversity>
<https://www.aihr.com/blog/diversity-and-inclusion-jobs/>
<https://www.deicareer.com/deicareerconversations>
<https://www.deicareer.com/blog/do-i-need-a-dei-certification>
<https://www.aihr.com/blog/best-diversity-and-inclusion-certifications/>

Key Search Terms: Human Resources, Diversity & Inclusion, Wages and Employee Benefits, Compensation, HR, Organizational and Team Culture, DEI, DEIB

Typical Employers: Various types of private sector organizations across industry and public sector organizations, such as higher education institutions.

Job Titles: Diversity and Inclusion Officer, Chief Talent & Inclusion Officer, Diversity Recruiting Program Manager, Associate Dean for Diversity & Inclusion, Program Coordinator-Title IX, Dean of Students & Belonging, Civil Rights Investigator, Diversity Specialist, Director of Multicultural Affairs

Sources: <https://deicareerboard.com/>
<https://jobs.nalp.org/>
<https://www.higheredjobs.com/admin/search.cfm?jobCat=35&CatName=Diversity,%20Equity,%20and%20Inclusion%20Services>

PROFESSIONAL ASSOCIATIONS & CERTIFICATIONS

[ABA State and Local Bars – Disability and DEI Groups Directory](#)

This resource links to each state's bar associations and initiatives focused on diversity-related topics.

American Association for Access, Equity and Diversity (AAAED)

AAAED is a nonprofit member “organization of professionals who engage in the important work of leading, directing and managing affirmative action, equal opportunity, [and] diversity programs.” At more than 50 years old, AAAED is the longest-standing professional organization for DEI practitioners.

American Association of Law Schools (AALS) Diversity, Equity, Inclusion, and Belonging Professionals Section

Law school faculty, staff, and administrators with DEIB responsibilities can join this section to network, stay current on developments in the field, and participate in discussion groups around pertinent issues.

Center for Diversity Certification

The certifications offered by this organization are the [Diversity First Certified Professional \(DFCP\) credential](#) and the [Diversity First Executive Professional \(DFEP\) credential](#). The DFCP is focused on newer professionals and the DFEP on more experienced professionals, with [associated competencies for each](#) outlined on the organization’s website.

Institute for Diversity Certification (IDC)

This organization offers two widely recognized credentials, the [Certified Diversity Professional \(CDP\) certification](#) for those newer to the field and the [Certified Diversity Executive \(CDE\) certification](#) for more experienced professionals. Each requires a combination of DEI experience, testing, and project work to earn certification. IDC also offers a newer credential, the [Artificial and Machine Bias Prevention-Leader \(AMBP-L\) certification](#), focused on mitigating bias in AI and machine learning.

NALP Diversity, Equity & Inclusion Section

NALP’s DEI Section “is for NALP members with a particular interest in or responsibility for advocating for diversity, equity, and inclusion in legal education and legal employment” and “serve[s] as a resource for all NALP members on matters of diversity and inclusion.” The Section provides professional development, resources, and networking opportunities for diversity and belonging professionals and those for whom DEI is part of their work in the legal field. NALP also conducts research on [diversity, equity, and inclusion within the legal field](#) to share with its members.

National Association of Diversity Officers in Higher Education (NADOHE)

NADOHE members are diversity professionals in institutions of higher education nationally and internationally. The organization provides tools such as networking and resources and publishes the peer-reviewed *Journal of Diversity in Higher Education*.

Society for Human Resource Management (SHRM) & HR Certification Institute (HRCI)

These industry-standard organizations offer a wide range of resources and credentialing for human resources professionals, including those working in DEI.

Government Affairs/Relations

KEY THINGS TO KNOW

In a Nutshell: Government affairs professionals can work in the private or public sector, serving as liaisons between a group of government members and its private citizens or corporate entities. They include public relations specialists who coordinate legislative efforts by working with state, local, and federal governments as well as the media. They help their organization meet legislative goals by creating policy proposals and working with government agencies and citizens. Government affairs managers conduct research and monitor legislation. They also track happenings within the government that could affect their organization. Proactively, they research policies to see what changes could be advantageous and which trends could negatively impact their company in the future.

Conducting both internal and external communications is another duty performed by government affairs managers. To ensure message continuity, they work internally with other management staff members and oversee employees. They may also participate in financial matters including budgeting and management of their department's finances. Externally, they work with government officials, including U.S. Senators and members of the House of Representatives, advocacy groups and citizens to convey their legislative goals.

As part of their jobs, government affairs managers prepare reports and presentations to deliver within their organization; they may also present these findings externally. They write talking points and often serve as a point of contact for the media. They must also represent their organization at industry forums and events. They may be required to travel in order to fulfill this job duty.

Source: <https://bestaccreditedcolleges.org/articles/government-affairs-manager-job-description-outlook-and-duties.html>

Key Search Terms: government/public affairs/relations/communications

Typical Employers: companies and financial institutions, pharmaceutical companies, hospitals/healthcare companies, higher education, lobbying committees, not-for-profit organizations, US Congress

Job Titles: Vice President, Public Relations, Director of Public Affairs, Manager of Communications, Manager/Director of Government Relations, Lobbyist Manager, Director of Public Policy, Public Relations Strategist, Legislative Representative

Source: www.grassassociation.org (Jobs page)

PROFESSIONAL ASSOCIATIONS & CERTIFICATIONS

American Society of Association Executives (ASAE)

ASAE is the essential organization for association management, representing both organizations and individual association professionals. ASAE believes associations have the power to transform society for the better. Their passion is to help association professionals achieve previously unimaginable levels of performance. They do this by nurturing a community of smart, creative, and interesting people: their members. In short, ASAE is the Center for Association Leadership.

Council on Government Relations (COGR)

COGR is an association of leading research universities, affiliated medical centers, and independent research institutes. It is the national authorities on the financial and regulatory infrastructure, and the corresponding compliance requirements associated with managing federal research grants and contracts within research institutions. COGR provides information, analyses, advice, policy perspective, and historical context to its members in the areas of research administration and compliance, financial oversight, and intellectual property. COGR communicates the viewpoint and concerns of its members and fosters productive relationships between the research community and federal policymakers, advocating for innovation and change that avoid unnecessary regulatory burden.

Directory of Political Advocacy Groups

A list of national “cause lobbyist” organizations.

Government Relations Association

Founded in 2017 and based in Washington, D.C., GRA is the only organization in the world focused solely on supporting and championing the government relations profession. The Association is dedicated to (1) protecting the First Amendment of the Constitution that seeks to ensure the right of all parties to appeal to their US Government for a “redress of grievances”; (2) promoting the social value, educating the public, supporting the professional development and encouraging the highest ethical standards of today’s practicing lobbyists and government relations professionals; and (3) connecting the world of government relations practitioners in order to foster dialogue, understanding and transparency so that free governments around the world can most effectively represent the constituents they have been elected to serve.

Student Membership Dues cost: \$49.99

International City/ County Management Association (ICMA)

ICMA is the world’s leading association of professional city and county managers and other employees who serve local governments.

LobbyingJobs.com

Dedicated Lobbying Job Board focused on delivering recruitment assistance and lobbying career opportunities for Local, State and Federal Lobbyists, Advocacy, Public Policy, Public Affairs, and Government Relations professionals. The site serves as a platform to hire lobbyists and search, review and apply for open Government Affairs jobs posted by lobbying firms, corporations, recruiters, nonprofits, trade associations, PACs, and grassroots organizations.

Municipal Management Association of Northern California (MMANC)

MMANC is a membership organization of local government management professionals located throughout the 49 counties of Northern California.

National Academy of Public Administration (NAPA)

The Academy is an independent, non-profit, and non-partisan organization established to assist government leaders in building more effective, efficient, accountable, and transparent organizations.

National Association of Counties (NACo)

NACo unites America’s 3,069 county governments. Founded in 1935, NACo brings county officials together to advocate with a collective voice on national policy, exchange ideas and build new leadership skills, pursue transformational county solutions, enrich the public’s understanding of county government and exercise exemplary leadership in public service.

National Association of County Administrators (NACA)

NACA is an affiliate of ICMA (International City / County Management Association). ICMA’s mission is to create excellence in local governance by developing and fostering professional management to build better communities around the world.

National Forum for Black Public Administrators (NFBPA)

NFBPA is the principal and most progressive organization dedicated to the advancement of black public leadership in local and state governments.

National Association of State Auditors, Comptrollers and Treasurers (NASACT)

NASACT is an organization for state officials tasked with the financial management of state government. NASACT’s membership is comprised of officials who have been elected or appointed to the offices of state auditor, state comptroller or state treasurer in the 50 states, the District of Columbia, and the U.S. territories.

National League of Cities (NLC)

NLC is dedicated to helping city leaders build better communities. Working in partnership with the 49 state municipal leagues, NLC serves as a resource to and an advocate for the more than 19,000 cities, villages, and towns it represents.

Public Affairs Council

With a 60+ year history, the PAC has over 10,000 members representing over 700 institutions. It provides two certifications: the more junior [Certificate in Public Affairs Management](#), and the [Certificate in PAC and Grassroots Management](#) for more senior, mid-career professionals. The expectation with each is that the candidate will complete all requirements within two to three years of starting the certification process. The candidate must attend a variety of workshops and seminars, as well as complete service obligations within the industry to obtain the requisite credits toward the certification.

State Government Affairs Council (SGAC)

SGAC is the premier national association for multi-state government affairs professionals for major U.S. corporations, trade associations and service providers.

SGAC offers the State Government Affairs Certificate. The Candidate must earn credit in six mandatory (e.g., Ethics and Ethical Leadership, Inside the Legislative Process, State Lobbying Compliance, Media and Communications Training) and six elective (e.g., Developing a Proactive Advocacy Agenda, Effective Advocacy Tools, Grassroots and Grass-Tops Advocacy, Leading a State Government Affairs Department, Managing Contract Lobbyists, Mounting a Multi-State Advocacy Campaign) competencies.

No individual memberships.

The Advocacy Association

The Advocacy Association serves as the premiere, non-partisan organization for advocacy professionals throughout the country. It provides professionals with free or low-cost educational and networking events, as well as an arena for thought leadership and the development of resources to benefit our community. The Advocacy Association serves grassroots, communications, and government affairs professionals to advance the industry. It provides a forum for advocacy professionals to come together and discuss new ideas, collaborate on new partnerships, and develop resources to elevate the advocacy profession. The Advocacy Association strives to extend value for all types of advocacy professionals and work inclusively to offer a range of perspectives.

Washington Government Relations Group

Since 1997, the Washington Government Relations Group (WGRG) has served as the premier organization for African American government affairs professionals. WGRG is a non-partisan organization 501(c)(6) with a mission and vision centered on supporting African American government affairs professionals through programs, events, networking and professional development opportunities.

Washington Network Group (WNG)

WNG is a membership organization of professionals in business, finance, technology, foreign and government affairs, established in 1995. WNG is dedicated to helping its members advance their business and professional objectives by convening networking events, educational forums and career development opportunities.

Women in Government Relations

Women in Government Relations (WGR) is dedicated to advancing and empowering women by fostering professional development and growth opportunities through a community that supports women's leadership in government relations.

Student Membership Dues: \$45

Women Leading Government (WLG)

Helping women succeed in public service by enhancing career- building models that develop leadership skills and by networking professional women in government.

Human Resources/Wage & Employee Benefits

KEY THINGS TO KNOW

In a Nutshell: Human Resources (HR) offers dynamic career opportunities for JD holders, particularly in JD-preferred roles. HR professionals manage a diverse range of responsibilities, including compensation and benefits, employee relations, diversity and inclusion initiatives, and talent acquisition. JD holders bring valuable expertise in interpreting complex employment laws and regulations, such as the Fair Labor Standards Act (FLSA), Employee Retirement Income Security Act (ERISA), and workplace safety mandates. They are also well-positioned to address legal aspects of employee benefits, workplace discrimination, and privacy concerns. This legal foundation is particularly advantageous in risk management and ensuring compliance across various HR functions. With an understanding of labor law and organizational dynamics, JD holders can excel in roles focused on policy development, dispute resolution, and strategic workforce planning, providing essential guidance to support both employees and organizational goals.

Sources: www.bls.gov

<https://resumeworded.com/skills-and-keywords/human-resources-skills-group>

<https://www.linkedin.com/pulse/why-human-resources-outdated-what-call-instead-jaishika-singh-rtpbc/>

Key Search Terms: Chief People Officer, Compensation, Diversity & Inclusion, Employee Engagement, Employee Relations, Human Capital Business Partner, Human Resources (HR), People and Culture, People Executive, Performance Management, Personnel Management, Recruiting, Talent Acquisition, Talent and Engagement, Talent Management, Wages and Employee Benefits, JD preferred HR roles, Human Resources jobs for attorneys, JD advantage careers in HR, Law Degree Preferred, Legal compliance HR positions, Compensation and Benefits Analyst, Employee Benefits Specialist, Employee Relations Specialist, Employee Relations Manager JD, HR Compliance Officer, HR Legal Advisor, HR Policy Analyst, Labor Relations Advisor JD preferred, Risk and Compliance Manager, Talent Acquisition Specialist JD, Corporate compliance careers JD, Employment Counsel, Employment Law Specialist, ERISA Compliance Specialist, Labor and Employment Analyst, Legal Risk Management, Organizational Development Legal Advisor, Regulatory Affairs Specialist, Talent Acquisition Compliance, Workplace investigations attorney HR

Typical Employers: Corporations and Multinational Companies: Fortune 500 Companies (e.g., Amazon, Google, PepsiCo); Financial Institutions (e.g., Goldman Sachs, JPMorgan Chase), Tech Companies (e.g., Microsoft, Meta), Pharmaceutical and Healthcare Corporations (e.g., Pfizer, Johnson & Johnson); Law Firms and Legal Service Providers: Labor and Employment Law Firm Practice Groups, Boutique Employment Law Firms, Large Law Firms (HR compliance or legal operations roles), Alternative Legal Service Providers (ALSPs); Consulting Firms: Big Four Accounting Firms (e.g., Deloitte, PwC, EY, KPMG - HR consulting divisions), Management Consulting Firms (e.g., McKinsey & Co., Accenture), Human Resource Consulting Groups; Government and Public Sector: Federal and State Agencies (e.g., U.S. Department of Labor, EEOC), Public School Districts and Universities (HR compliance or labor relations), Municipal Governments (HR and legal compliance roles); Nonprofits and NGOs: International Organizations (e.g., United Nations, World Bank), Healthcare Nonprofits, Labor Unions; Staffing and HR Outsourcing Companies: Recruiting Agencies, HR Solutions Providers (e.g., ADP, Mercer), Diversity, Equity, and Inclusion (DEI) Manager, HR Legal Consultant, HR Risk Manager, Organizational Development Consultant, Training and Development Specialist

Job Titles: General HR Roles: Director of Human Resources, Human Resources Generalist, Human Resources Manager, Human Resources Specialist, Senior Human Resources Consultant;

Compliance and Legal-Focused Roles: Compliance and Ethics Manager, Corporate Compliance Officer, Director of HR Compliance, Employee Relations Specialist, HR Compliance Officer, HR Legal Advisor, Labor and Employment Compliance Specialist, Labor Relations Specialist, Workplace Investigations Officer; Compensation and Benefits Roles: Benefits Analyst, Compensation Analyst, Compensation and Benefits Manager, Executive Compensation Specialist, Total Rewards Manager; Talent Acquisition and Recruitment Roles: Employment Counsel, Executive Recruiter, Legal Talent Acquisition Specialist, Recruitment Operations Specialist, Talent Acquisition Analyst, Talent Acquisition Manager, Specialized HR Roles: Diversity, Equity, and Inclusion (DEI) Manager, HR Legal Consultant, HR Risk Manager, Organizational Development Consultant, Training and Development Specialist

Source: www.jobs.shrm.org/jobseeker/search/results

PROFESSIONAL ASSOCIATIONS & CERTIFICATIONS

American Society for Healthcare Human Resources Administration (ASHHRA)

ASHHRA supports healthcare HR professionals through research, professional development, and networking. It offers the Certified in Healthcare Human Resources (CHHR)—the only certification specifically for healthcare HR professionals.

Human Resource Certification Institute (HRCI)

HRCI has set the standard in HR certification for over 50 years. It offers 8 credentials, including the widely recognized PHR and SPHR, reflecting different levels of HR knowledge and experience. HRCI serves professionals in over 100 countries.

International Public Management Association for Human Resources (IPMA-HR)

Public Sector HR Association (PSHRA). PSHRA is the leading community for public sector HR professionals, offering education, insights, and resources to support career growth and future success.

National Human Resources Association (NHRA)

NHRA supports HR professionals at every career stage through networking and development programs focused on leadership, career growth, and advancement.

Society for Human Resource Management (SHRM)

SHRM is a global leader in HR, supporting nearly 340,000 members across 180 countries. It provides expertise, advocacy, and resources to advance HR practices and create better workplaces where people and businesses thrive.

Recognized across all industries, [SHRM-CP](#) and [SHRM-SCP](#) are premier HR certifications that help professionals stand out to employers.

Workplace Investigations Certification

Offers online HR seminars, webinars, and certification programs covering FMLA, ADA, COBRA, payroll, and other compliance topics. Courses are expert-developed, interactive, and designed to help you earn HR certifications while staying compliant.

Insurance/Risk Management

KEY THINGS TO KNOW

In a Nutshell: Insurance and risk management offer rewarding opportunities for JD holders in JD-preferred roles, combining legal acumen with strategic risk assessment. These fields focus on identifying, analyzing, and mitigating financial, operational, and reputational risks, playing a critical role in protecting businesses and individuals. The industry is characterized by complex regulatory environments and advanced technological integration, where JD holders can contribute significantly to compliance, policy development, and risk mitigation strategies.

Key areas of focus include cybersecurity and data privacy, as organizations face increasing threats from cyberattacks and data breaches. Law graduates with knowledge of cybersecurity laws and data privacy legislation are well-positioned to guide organizations through these challenges. Environmental, Social, and Governance (ESG) risk management is another growing area, with companies seeking legal expertise to navigate emerging regulations and implement proactive policies. Additionally, leveraging big data, predictive analytics, and artificial intelligence to enhance risk assessment accuracy underscores the evolving landscape of this sector.

Law students interested in insurance and risk management should stay informed about cybersecurity laws, track emerging ESG regulations, and develop expertise in compliance and policy development to excel in these dynamic fields.

Key Search Terms: Claims Management, Cyber Risk, Environmental, Social, & Governance Risk Management, Insurance Operations, Insurance Risk Management, Regulatory Compliance, Risk Assessment, Risk Control, Risk Management

Typical Employers: Consulting Firms: Ernst & Young (EY), Deloitte, Marsh McLennan, PwC; Corporate Compliance/Risk Departments: Fortune 500 companies across industries like banking (Goldman Sachs), healthcare (UnitedHealth Group), and tech (Google, Amazon), Cybersecurity Companies, Financial Institutions: Banks and credit unions often hire JD holders for roles involving risk assessment, regulatory compliance, and policy development, Government Agencies (e.g., SEC, FDIC), Health Insurance Providers, Insurance Companies (Property, Casualty, Life, Health): Allstate, AIG, Liberty Mutual, MetLife, Prudential, Law Firms: (Specializing in Insurance, Employment, Compliance and risk management law practices), Nonprofit Organizations (Focused on Risk Management/ESG), Regulatory Bodies: State Insurance Commissions, U.S. Securities and Exchange Commission (SEC), Department of Labor (DOL), Reinsurance Companies: Organizations like Munich Re and Swiss Re require legal expertise for contract review, compliance, and risk evaluation, Risk Management Consulting Firms, Technology Companies (Specializing in Data Privacy), Third-Party Administrators (TPAs) (Sedgwick Claims Management Services)

Job Titles: Insurance Roles: Actuarial Analyst (with a focus on legal/regulatory compliance), Claims Analyst, Claims Manager, Contract Analyst, Insurance Analyst, Insurance Compliance Officer, Insurance Litigation Manager, Insurance Product Development Manager, Legal Claims Analyst, Policy Drafting Specialist, Regulatory Affairs Specialist (Insurance), Underwriter, Financial Analyst; Risk Management Roles: Business Continuity Manager, Catastrophe Risk Analyst, Crisis Management Specialist, Cyber Risk Analyst, Director of Risk Governance, Enterprise Risk Consultant, Environmental, Social, and Governance (ESG) Risk Manager, Legal Risk Officer, Operational Risk Advisor, Risk Adjustment Specialist, Risk Analyst, Risk Consultant, Risk Manager, Risk Mitigation Strategist, Risk Specialist, Financial Analyst

Sources: <https://www.bls.gov/ooh/business-and-financial/insurance-underwriters.htm>

<https://www.rims.org/>

<https://300hours.com/risk-management-career-path/>

<https://www.bls.gov/ooh/management/financial-managers.htm>

PROFESSIONAL ASSOCIATIONS & CERTIFICATIONS

[American Risk and Insurance Association](#)

Offers professional development resources for risk management and insurance professionals.

[Chartered Enterprise Risk Analyst \(CERA\)](#)

The CERA credential is a global risk management credential aimed exclusively at actuaries looking to launch their careers in ERM. A candidate must successfully complete the requirements, including examinations, an e-Learning module, validation of educational experiences outside the Society of Actuaries (SOA) Education system (VEE), and a professionalism seminar. Additionally, candidates who have the Application for Admission as an Associate approved by the SOA Board of Directors will be granted membership as an Associate of the Society of Actuaries (ASA).

[Global Association of Risk Professionals](#)

GARP is a leading global professional association focused on advancing the risk management profession. It supports education, research, and the promotion of best practices within the field.

[International Association of Risk and Compliance Professionals](#)

A global network for professionals in risk and compliance.

[International Risk Management Institute \(IRMI\)](#)

In-depth definitions and articles on risk management concepts, practices, and industry trends.

[National Association of Insurance and Financial Advisors](#)

Empowering financial professionals and consumers through world-class advocacy and education.

[Professional Risk Managers' International Association \(PRMIA\)](#)

PRMIA provides an open forum for the development and promotion of the risk profession. It is a non-profit, member-led association dedicated to defining and implementing the best practices of risk management through education; webinar, online, classroom and in-house training; events; networking; and online resources

[Risk and Insurance Management Society \(RIMS\)](#)

RIMS empowers risk professionals to make the world safer, more secure, and more sustainable. Through networking, professional development, certification, advocacy, and research, RIMS and its 80 chapters serves more than 200,000 risk practitioners and business leaders from over 75 countries.

The [RIMS-Certified Risk Management Professional \(RIMS-CRMP\)](#) is a credential that demonstrates achievement of risk management competencies, knowledge, and commitment to quality.

Intellectual Property, Technology & Licensing

KEY THINGS TO KNOW

In a Nutshell: The field of Intellectual Property (IP) is diverse and encompasses the establishment and protection of various forms of intellectual capital, such as literary and artistic works, product names, slogans, logos, and designs used in commerce. The areas of IP law cover patents, copyright, trademark law, licensing, franchising, distribution, technology transfers, trade secrets, and unfair competition matters.

The rise of open-source software has created new challenges in licensing and protecting intellectual property, requiring legal professionals to adapt and develop new strategies. Furthermore, the growing importance of data has brought privacy and data protection issues to the forefront of the technology industry, leading to new laws and regulations.

Artificial Intelligence (AI) and machine learning have become increasingly utilized in the field of IP, including in patent and trademark searches, and in contract drafting and analysis. Law students interested in IP should stay up to date with new technologies and the latest legal developments in the field. They can also consider exploring how IP intersects with emerging areas such as AI, data privacy, and cybersecurity.

Key Search Terms: Intellectual Property, IP, Licensing, Intellectual Property Licensing, Technology Licensing, Technology Transfer

Typical Employers: Higher Education, Biotechnology, Pharmaceutical companies, Hospitals, Technology, Entertainment and Media organizations

Job Titles: IP Counsel, Intellectual Property Associate, Intellectual Property Solution Consultant, Intellectual Property Attorney, Licensing Analyst, Licensing Specialist

Sources: www.aipla.org/about/what-is-ip-law

<https://www.wipo.int/about-ip/en/>

<https://www.aipla.org/resources>

<https://careers.aipla.org>

<https://www.dice.com>

PROFESSIONAL ASSOCIATIONS & CERTIFICATIONS

American Intellectual Property Law Association (AIPLA)

Founded in 1897, AIPLA is a national bar association constituted primarily of lawyers in private and corporate practice, in government service, and in the academic community. AIPLA represents a wide and diverse spectrum of individuals from law firms, companies, and institutions involved directly or indirectly in the practice of patent, trademark, copyright, trade secret, and unfair competition law, as well as other fields of law affecting intellectual property. Members represent both owners and users of intellectual property.

CLP, Inc.

CLP, Inc. administers the [Certified Licensing Professional \(CLP\) credential](#), which is a professional designation intended to distinguish those who have demonstrated experience, proficiency, knowledge, and understanding of licensing and commercialization of intellectual property through involvement in patenting, marketing, negotiation, legal, and intellectual asset management. The [CLP-Associate \(CLP-A\)](#) credential is designed for individuals who are either new to or are re-entering the licensing and technology transfer field. CLP-A is tailored to individuals who are interested in demonstrating a commitment to the licensing profession but do not have substantial experience in the fields of licensing, technology transfer or intellectual property management, and are not yet eligible to pursue the CLP certification.

Intellectual Property Owners Association (IPO)

Intellectual Property Owners Association (IPO), established in 1972, is a trade association for owners of patents, trademarks, copyrights and trade secrets. IPO serves all intellectual property owners in all industries and all fields of technology.

International Association of Innovation Professionals (IAOIP)

IAOIP merged with the Global Innovation Management Institute (GIMI) to become the world's largest community of innovation professionals. With over 5000+ members in 10+ countries, the IAOIP is the world's only Innovation Certification Body compliant with ISO 17024 as a certifying body and fully networked community to deliver Innovation tools and collaboration across nations, industries, governments, and academia.

Software and Information Industry Association (SIIA)

SIIA is the principal trade association for the software and digital content industry. SIIA provides global services in government relations, business development, corporate education and intellectual property protection to the leading companies that are setting the pace for the digital age.

Legal Operations, Innovation & Technology

(Includes E-Discovery/Knowledge Management)

KEY THINGS TO KNOW

In a Nutshell: “Legal Operations” is a multidisciplinary profession that focuses on business processes and activities to enable legal departments to deliver legal services effectively. Legal Operations professionals provide strategic planning, financial management, project management, and technology portfolio investment expertise that allows legal professionals to focus on providing legal advice. This field includes backgrounds in finance, marketing, data analytics, learning and development, and engineering. They work with leadership to identify strategic investments that build capacity for the organization.

Electronic discovery — commonly known as e-discovery — is the process of identifying, preserving, collecting, producing, and reviewing electronically stored information in the course of a lawsuit or investigation. E-discovery attorneys often work in law firms or with e-discovery vendors, and increasingly, government agencies and corporate legal departments are bringing e-discovery specialists in-house. (*Emerging Careers for Law Graduates: The Intersection of Law and Technology*, Law School Toolbox, July 2018.)

The COVID-19 pandemic accelerated the adoption of technology in the legal industry, with more firms and legal departments using remote work and digital tools to serve clients. Artificial intelligence (AI) and machine learning are being used more frequently in e-discovery and document review processes, leading to more efficient and cost-effective legal operations. Data analytics and metrics are being used more extensively to measure the performance and effectiveness of legal operations and to inform decision-making. Legal operations professionals should also stay updated on emerging technologies, such as blockchain and natural language processing, and their potential applications in the legal industry.

Source: <https://cloc.org/what-is-legal-operations/>

Key Search Terms: Legal Operations, Innovation, Technology, Operations

Typical Employers: Banks, Financial Services, Insurance, Technology, Management Consulting Firms, Biotechnology, Pharmaceutical companies, Law Firms

Job Titles: Legal Operations Manager, Legal Operations Specialist, Legal Operations Analyst, Legal Project Manager, Legal Business Analyst, Legal Technology Manager, Legal Innovation Manager, Legal Knowledge Management Specialist, E-Discovery Project Manager, Legal Data Analyst, Legal Technology Analyst, Legal Solutions Architect, Legal Process Improvement Analyst, Legal Service Delivery Manager

PROFESSIONAL ASSOCIATIONS & CERTIFICATIONS

Arkfeld eDiscovery Education Center (EDEC)

Michael R. Arkfeld, the author of *Arkfeld on Electronic Discovery and Evidence*, developed the EDEC, which offers [four levels of professional certification](#) that provide the highest industry standard of confirmation of your eDiscovery skills and provides opportunity for advancement of your career as a legal professional. EDEC also provides digital badging to promote your certification via social channels and expanded job opportunities.

Association of Certified E-Discovery Specialists (ACEDS)

ACEDS, established by The Intrigo Group in 2010, is a member organization for professionals in the private and public sectors who work in the field of e-discovery. The [Certified E-Discovery Specialist credential](#) is awarded to candidates who meet the education and experience eligibility criteria. Candidates who earn the CEDS credential must pass a rigorous, psychometrically sound examination of 145 four-choice items. The exam, which meets the testing standards of the

Institute for Credentialing Excellence, probes knowledge and skill in performing numerous job tasks performed by the multidisciplinary population that works in e-discovery, including attorneys, litigation support professionals, information technology specialists, paralegals and others.

Association for Corporate Counsel (ACC)

The ACC is a global bar association that promotes the common professional and business interests of in-house counsel through information, education, networking opportunities, and advocacy initiatives. One of the ACC's initiatives focuses on [Legal Operations](#).

Corporate Legal Operations Consortium (CLOC)

CLOC is the leading peer-driven, not-for-profit community for legal operations. They unite legal operations professionals, service providers, and stakeholders to drive innovation and standardization in the industry.

eDiscovery Team Training

The [Team in Training](#) program was designed by Ralph Losey, a partner at Jackson Lewis, for the class he teaches at the University of Florida College of Law. This program, with 85 modules, provides 75 to 400 hours' worth of education depending on how much supplemental homework is completed. While there is no certification, per se, once you complete all 85 modules you can ask to take a 3,000-word essay exam to test your understanding of the materials. If you pass the exam, you will receive written confirmation of your passing grade. The curriculum includes ideas and solutions from experts around the world that address the many challenges of e-discovery. It also explores common mistakes, what to avoid, legal opinions, and real-world practice suggestions.

International Legal Technology Association (ILTA)

ILTA is a volunteer-led, staff-managed association with a focus on premiership. They aim to educate you and connect you with your peers to support your work in the legal sector. While they have a strong focus on technology, their offerings support professionals of every stripe in law firms and corporate/government legal operations.

Legal Operations: Law Vision's Certification

Law Vision is the only organization teaching legal project management (LPM) that has developed a sophisticated on demand, e-learning [LPM course](#). This interactive program is available in virtual and in-person formats to suit your schedule and learning preferences. With a balance of engaging instruction and practical exercises, you'll learn how to apply proven project management principles to legal matters effectively. Building upon a foundational understanding of LPM, lawyers and other legal professionals will learn how to integrate project management principles, skills, processes, and behaviors into their management of legal matters on a day-to-day basis. Using case studies of actual legal matters, our rigorous online program enables lawyers/legal professionals to develop the skills needed to achieve clear and measurable productivity and efficiency improvements in their legal work, resulting in enhanced ability to budget, predict and manage costs and fees associated with legal matters.

Minority Corporate Counsel Association (MCCA)

The MCCA was founded in 1997 to champion the hiring, retention, and promotion of diverse attorneys in corporate law departments and law firms. MCCA is committed to advancing the hiring, retention, and promotion of diverse lawyers in law departments and law firms by providing research, best practices, professional development, and training; and through pipeline initiatives. MCCA's vision is to make the next generation of legal leaders as diverse as the world we live in.

Regulatory Affairs

KEY THINGS TO KNOW

In a Nutshell: Regulatory affairs professionals work in highly regulated industry sectors as well as in government regulatory agencies. Those in the private sector are responsible for monitoring laws and regulations, advising on legal and scientific requirements, collecting and evaluating data, engaging with regulatory agencies providing strategic and technical advice to their organizations for the development of a commercially and scientifically successful product/program, ranging from pharmaceuticals, cosmetics, pesticides and food products to insurance.

Source: <https://www.raps.org/resources/regulatory-competency-framework>

Key Search Terms: Regulatory Affairs, Compliance

Typical Employers: Financial Institutions and Services, Insurance Companies, Food and Drug Companies, Biotechnology, Pharmaceutical Companies, Technology Companies, Consumer Goods, Energy, Healthcare, Federal and State Government Agencies such as FDA

Job Titles: Regulatory Affairs Associate, Regulatory Affairs Specialist, Regulatory Affairs Analyst, Regulatory and Compliance Associate

Source: <https://regulatorycareers.raps.org/>

PROFESSIONAL ASSOCIATIONS & CERTIFICATIONS

American Bar Association Section of Administrative Law and Regulatory Practice

The Section of Administrative Law and Regulatory Practice leads the way in professional development for current and aspiring administrative law practitioners. It lends the legal expertise of its members to the resolution of important administrative law issues at the state, national, and international levels; provides authoritative and practical analyses and products for the improvement of administrative law and practice; and creates platforms where government, private, and academic lawyers, and the judiciary can exchange insights and information.

American Society of Public Administration (ASPA)

ASPA is the leading professional membership association for public service. Its members include federal, state and local government employees; researchers and scholars; students; nonprofit professionals; and others committed to advancing public service excellence in the United States and around the world.

Emerging Local Government Leaders (ELGL)

ELGL's mission is to engage the brightest minds in local government.

Federal Managers Association (FMA)

FMA advocates excellence in public service through effective management and professionalism, as well as the active representation of its members' interests and concerns. FMA advances its mission through consultation in the Executive Branch and advocacy in Congress, top-notch professional development programs, informative publications and networking opportunities for its members.

Federation of Regulatory Counsel (FORC)

FORC has promoted the common interest of legal counsel who specialize in the representation of insurance companies before insurance regulatory bodies.

Government Finance Officers Association (GFOA)

GFOA's members are federal, state/provincial, and local finance officials involved in planning, financing, and implementing thousands of governmental operations in each of their jurisdictions. GFOA's mission is to advance excellence in public finance.

Institute for Public Procurement

NIGP has been developing, supporting, and promoting the public procurement profession through premier educational and research programs, professional support, technical services, and advocacy initiatives that benefit members and other important stakeholders.

National Council of Nonprofits

The National Council of Nonprofits is the nation's largest sector-wide network of nonprofits. It provides nonprofits with the tools, research, and resources needed to operate more effectively, efficiently, and ethically.

Regulatory Affairs Professionals Society (RAPS)

RAPS offers two certifications: the [Regulatory Affairs Certification \(RAC\)](#) and the [Regulatory Compliance Certification \(RCC\)](#). The RAC is the leading credential for regulatory professionals in the healthcare sector, and validate mastery of knowledge and application of regulatory science as it pertains to medical devices and drugs. The RCC credential is designed by regulatory professionals for regulatory professionals. These voluntary designations offer third-party validation indicating that a certification holder understands European regulations related to in vitro diagnostics (IVDs) or medical devices. Organizations around the world must comply with these regulations to do business in the EU marketplace.

Regulatory Compliance Association (RCA)

The RCA is a not-for-profit organization with over 78,000 alternative investment operations, compliance, investment and legal executives.

The Association for Public Policy Analysis & Management (APPAM)

APPAM is dedicated to improving public policy and management by fostering excellence in research, analysis, and education.

APPENDIX I – Professional Competencies, Characteristics and Skills

PROFESSIONAL COMPETENCIES: ALL CAREER TRACKS

- Prior educational and work experience required by specific position including JD and other associated degrees (i.e., sciences and others)
- Ability to study and understand legal and other key documents, rules, and regulations
- Ability to gather, evaluate, organize, manage, and collate information in a variety of formats
- Ability to stay current with changes in rules, legislation, and guidelines
- Ability to analyze complicated information, processes, and data
- Ability to negotiate and interact with regulatory authorities
- Ability to provide advice about rules, regulations, policies, practices, and systems to constituencies
- Ability to assess risk from both business and legal perspectives
- Ability to exhibit tact and diplomacy
- Ability to make decisions and deliver results under pressure
- Ability to react calmly and steadily in challenging or critical situations
- Ability to propose solutions that address the needs and interests of all stakeholders
- Ability to make recommendations about and ensure compliance with regulations set by regulatory authorities
- Ability to write technical or advisory documents clearly and concisely within professional standards and using proper grammar and punctuation
- An appreciation for and understanding of the legal services market
- Ability to understand the applicable industry and business
- Ability to understand the core functions of sales, procurement, and supply chain within the organization and manage the flow of work between the functions
- Ability to understand customer relationship management and supplier relationship management models
- Ability to respond discretely and effectively to the most sensitive inquiries or complaints
- Ability to make effective and persuasive presentations on controversial or complex topics to all levels of management

PROFESSIONAL COMPETENCIES: DATA PRIVACY/SECURITY

- Experience in computers, technology, coding, forensics, back-office operations, lobbying and/or public policy
- Ability to understand and speak intelligently about the protection of complicated financial data and technical processes including cloud management

PROFESSIONAL COMPETENCIES: GOVERNMENT AFFAIRS/RELATIONS

- Ability to represent organization before government officials, departments, agencies, trade associations, industry coalitions, etc.
- Ability to manage legislative agendas – reviewing bills, developing positions, and communicating views to others
- Ability to develop and implement strategic plans on key policy positions
- Ability to develop relationships with key regulators, legislators, and policymakers
- Ability to prepare policy briefings
- Ability to manage outside legal and lobbying resources

PROFESSIONAL COMPETENCIES: HUMAN RESOURCES/DIVERSITY, EQUITY, & INCLUSION

- Ability to create legally effective job descriptions
- Ability to write job offers and rejection documents that deter lawsuits
- Ability to draft employment contracts
- Ability to obtain information on applicants via references, social media accounts, and criminal background checks
- Ability to monitor workplace communications and computer use
- Ability to conduct investigations and employee surveillance
- Ability to draft legally sound and defensible employee handbooks, disclaimers, employee classifications, policies, and procedures
- Ability to negotiate competitive benefit and retirement packages
- Ability to navigate labor and employment laws to meet standards and avoid legal liability
- Ability to create and administer leave policies consistent with state and federal regulations
- Ability to manage complaints regarding discrimination and harassment and to develop prevention plans and training
- Ability to develop and implement professional development and training programs
- Ability to terminate/discharge employees while minimizing liability
- Ability to develop and implement equity and inclusion policies, trainings, workshops, and programming

PROFESSIONAL COMPETENCIES: REGULATORY AFFAIRS

- Experience in computers, technology, coding, contracting, property rights
- Ability to understand and speak intelligently about the protection of information and data including complicated technical processes
- Ability to stay current with changes in regulatory legislation and guidelines
- Ability to make recommendations about and ensure compliance with regulations set by regulatory authorities

CHARACTERISTICS

- | | | |
|-----------------------|--------------------------|---------------------|
| • Accountability | • Focus | • Networked |
| • Adaptability | • Flexibility | • Perceptiveness |
| • Analytical | • Integrity | • Persuasive |
| • Attention to Detail | • Intelligence | • Proactive |
| • Conscientiousness | • Intellectual Curiosity | • Respect |
| • Common Sense | • Intentional | • Resourcefulness |
| • Creative | • Interpersonal | • Self Sufficient |
| • Diligence | • Innovative | • Strategic |
| • Diplomacy | • Honesty | • Stress Management |
| • Engagement | • Managerial | • Subjective |
| • Evaluative | • Multidisciplinary | |

LEGAL SKILLS

- Effectively **identify problems**
- **Analyze** arguments and issues, **evaluate** effective and realistic approaches to problems and **formulate** conclusions and advice
- **Develop creative and innovative approaches** to problems
- **Advise clients** and develop relationships that address client's needs
- **Research the law** to identify issues and derive solutions
- **Orally communicate** issues in an articulate manner consistent with issue and audience being addressed
- **Draft** clearly, efficiently and persuasively
- **Listen actively** to understand what is being said both directly and indirectly
- **Persuade** others of position and win support
- **Ask relevant questions** to obtain needed information
- **Negotiate** to resolve disputes
- **Plan and strategize** to address goals
- **Present** complex material to business leadership
- **Analyze and assess** appropriate risk mitigation
- **Maintain core knowledge** of the substantive area
- **Prevent or manage conflict**

SOURCES:

Hermann, Richard L. (2017) JD Advantage Jobs in Corporations: Expanding the Legal Function; Herman, Richard, 21st Century Legal Careers Series, Careers in Compliance, vol. 2 (2017); 26 Lawyering Effectiveness Factors, Shultz and Zedeck (2011); Institute for the Advancement of the American Legal System, Foundations of Practice (2016) and Hiring the Whole Lawyer (2016); smu365.sharepoint.com/sites/Law/CR/Shared%20Documents/ComplianceCheck-list_2018.pdf; and www.nalp.org/uploads/CybersecurityChecklist_2018.pdf

APPENDIX II – **Summary Reports, Salary Reports and Notes**

- [NALP National Summary Report 2020](#)
- [NALP National Summary Report 2021](#)
- [NALP National Summary Report 2022](#)
- [NALP National Summary Report 2023](#)
- [NALP National Summary Report 2024](#)
- Table 1. Reported Salaries in Business & Industry — Quartiles and Ranges
- Table 2. Reported Salaries in Business and Industry — Quartiles and Ranges for JD Advantage Jobs Only
- Table 3. Reported Salaries in Government by Level of Government and Type of Job — Quartiles and Ranges
- Table 4. Reported Salaries in Government by Level of Government and Type of Job — Quartiles and Ranges for JD Advantage Jobs Only

*Data is from NALP's 2024 Employment Report and Salary Survey

Table 1. **Reported Salaries in Business & Industry — Quartiles and Ranges**

	Percentile			90% of Reported Salaries Fell in the Range:	# of Salaries Reported	Salary Coverage
	25th	Median	75th			
All Reported Salaries	\$80,000	\$100,000	\$124,999	\$56,160-200,000	1,230	56.1%
By General Job Characteristics:						
Bar Admission Required/Anticipated	85,000	100,000	120,000	60,000-168,000	509	65.1
JD Advantage	80,000	95,000	120,000	58,000-200,000	606	55.7
Other Professional	76,700	111,000	178,000	48,000-387,500	100	38.2
Other Position	40,000	94,000	110,000	25,000-354,000	14	23.3
By Type of Business Job:						
Consulting	80,000	100,000	125,000	61,000-192,500	94	61.4
Compliance	75,000	95,000	130,000	60,000-200,000	127	61.7
In-house Lawyer	85,000	100,000	125,000	62,000-175,000	348	63.9
Management	92,500	140,000	195,000	56,500-375,000	76	48.4
Marketing	77,500	90,000	112,500	60,000-250,000	32	49.2
eDiscovery Attorney	—	58,200	—	—	6	30.0
Tax Associate	89,000	97,000	106,000	78,000-130,000	171	80.7
Self-employed	65,000	150,000	200,000	29,000-558,000	19	19.4
Law clerk/paralegal	64,000	75,300	100,000	49,920-145,000	34	44.7
Temporary Attorney	—	100,000	—	—	5	71.4
Privacy/Cybersecurity Analyst	—	86,000	—	—	9	56.3
Contract Manager/Analyst	75,000	85,000	110,000	65,000-170,000	66	58.4
Other Job	75,000	93,000	130,000	50,000-245,000	243	46.3
By Type of Business Employer:						
Accounting	89,000	97,000	110,000	78,000-130,000	186	76.2
Association or Campaign	78,247	90,000	100,000	52,000-137,990	17	65.4
Banking/Finance	85,000	105,000	140,000	65,000-230,000	188	60.6
Entertainment/Sports Management	66,500	80,000	101,217	50,000-175,000	55	47.0
Healthcare	73,500	95,000	124,800	55,000-268,000	89	50.9
Insurance	85,000	93,000	107,000	53,000-145,000	109	64.9
Management Consulting	80,000	110,000	145,000	50,000-192,000	54	62.1
Real Estate	75,000	90,000	120,000	50,000-250,000	51	47.7
Retail/Hospitality	80,000	95,000	117,750	45,000-165,000	24	31.6
Legal Process Outsourcer (LPO)	54,000	100,000	100,000	45,760-110,000	15	68.2
Legal/Law-related Technology Company	70,000	85,000	120,000	52,000-200,000	35	53.8
Other Technology/e-Commerce Company	85,000	110,000	150,000	65,000-215,000	87	61.7
Other Business Setting	80,000	100,000	132,000	52,100-245,000	317	49.1

Note: Figures are based on salaries reported for full-time jobs lasting at least one year. The median is the mid-point in a ranking of salaries reported. The range of salaries delineated by the 25th and 75th percentiles represents the middle range in the ranking. The 90% range provides an indication of how widely dispersed the reported salaries are. The column labeled “Salary Coverage” shows the percentage of full-time jobs lasting one year or more for which salary information was reported. Figures by general job characteristics include all business job types and employer types. Job types and employer types with fewer than five reported salaries are omitted from the table. Only the median is shown if fewer than ten salaries were reported.

Table 2. **Reported Salaries in Business and Industry — Quartiles and Ranges for JD Advantage Jobs Only**

	Percentile			90% of Reported Salaries Fell in the Range:	# of Salaries Reported	Salary Coverage
	25th	Median	75th			
All JD Advantage Salaries	\$80,000	\$95,000	\$120,000	\$58,000-200,000	606	55.7%
By Type of Business Job:						
Consulting	80,000	100,000	125,000	65,000-192,000	81	64.3
Compliance	75,000	95,000	124,800	60,000-200,000	109	61.9
Management	100,000	140,000	190,000	75,000-280,000	47	52.8
Marketing	73,000	90,000	110,000	60,000-200,000	21	61.8
Tax Associate	90,000	97,000	105,200	77,000-130,000	107	78.1
Self-employed	—	150,000	—	—	8	16.0
Law clerk/paralegal	59,120	73,500	93,000	47,460-130,000	20	37.7
Privacy/Cybersecurity Analyst	—	88,760	—	—	8	57.1
Contract Manager/Analyst	75,000	85,000	110,000	57,120-172,000	59	60.2
Other Job	75,000	94,000	136,500	50,000-237,500	140	48.4
By Type of Business Employer:						
Accounting	89,500	96,250	105,600	77,000-130,000	116	72.0
Association or Campaign	—	97,500	—	—	8	66.7
Banking/Finance	80,800	100,000	139,000	65,000-200,000	112	57.7
Entertainment/Sports Management	60,000	75,000	101,217	49,920-250,000	29	43.3
Healthcare	70,000	103,850	140,000	55,000-289,000	38	50.7
Insurance	75,000	92,500	105,000	50,000-203,500	39	63.9
Management Consulting	80,000	115,000	145,000	52,000-192,000	41	71.9
Real Estate	70,000	85,000	150,000	40,000-350,000	17	32.1
Retail/Hospitality	—	82,500	—	—	6	37.5
Legal/Law-related Technology Company	70,000	75,000	90,000	52,000-110,000	18	47.4
Other Technology/e-Commerce Company	82,000	110,000	135,000	62,000-240,000	33	62.3
Other Business Setting	79,540	97,000	142,500	60,000-240,000	144	50.2

Note: Figures are based on salaries reported for full-time jobs lasting at least one year. The median is the mid-point in a ranking of salaries reported. The range of salaries delineated by the 25th and 75th percentiles represents the middle range in the ranking. The 90% range provides an indication of how widely dispersed the reported salaries are. The column labeled “Salary Coverage” shows the percentage of full-time jobs lasting one year or more for which salary information was reported. Job types and employer types with fewer than five reported salaries are omitted from the table. Only the median is shown if fewer than ten salaries were reported.

Table 3. **Reported Salaries in Government by Level of Government and Type of Job – Quartiles and Ranges**

	Percentile			90% of Reported Salaries Fell in the Range:	# of Salaries Reported	Salary Coverage
	25th	Median	75th			
All Reported Salaries	\$70,000	\$79,900	\$87,000	\$55,000-115,000	3,078	68.8%
By General Job Characteristics:						
Bar Admission Required/Anticipated	70,000	79,900	86,000	55,000-107,000	2,781	69.8
JD Advantage	62,000	75,000	98,000	42,500-158,000	245	64.0
Other Professional	75,250	100,250	131,000	37,000-192,000	48	51.6
By Government Level:						
Federal	75,000	82,764	96,350	52,902-135,000	779	72.1
State	65,345	73,000	82,500	52,000-100,000	1,020	67.4
Local	72,000	80,000	86,000	60,000-112,000	1,251	71.9
Tribal	—	99,000	—	—	8	40.0
International	—	50,000	—	—	6	50.0
By Kind of Job:						
Agency Honors Program	78,592	82,764	95,000	65,000-107,590	338	83.9
Executive Agency	68,405	80,000	89,000	55,848-130,000	568	69.4
Legislative	64,275	75,800	90,000	50,000-126,783	100	69.0
Courts (not Clerk)	65,904	75,715	82,300	43,224-96,000	102	71.8
JAG Corps	60,000	79,000	90,000	50,000-120,000	213	67.6
Prosecution	70,000	79,000	85,000	60,000-100,000	1,470	69.0
Other Military	75,277	95,500	136,000	54,703-181,250	20	52.6
Other Government Job	62,000	76,000	88,500	46,000-120,000	241	64.3

Note: Figures are based on salaries reported for full-time jobs lasting at least one year. The median is the mid-point in a ranking of salaries reported. The range of salaries delineated by the 25th and 75th percentiles represents the middle range in the ranking. The 90% range provides an indication of how widely dispersed the reported salaries are. The column labeled “Salary Coverage” shows the percentage of full-time jobs lasting one year or more for which salary information was reported. Job types with fewer than five reported salaries are omitted from the table. Only the median is shown if fewer than ten salaries were reported.

Table 4. **Reported Salaries in Government by Level of Government and Type of Job — Quartiles and Ranges for JD Advantage Jobs Only**

	Percentile			90% of Reported Salaries Fell in the Range:	# of Salaries Reported	Salary Coverage
	25th	Median	75th			
All JD Advantage Salaries	\$62,000	\$75,000	\$98,000	\$42,500-158,000	245	64.0%
By Government Level:						
Federal	68,400	88,373	121,435	50,000-172,738	102	64.2
State	60,000	72,500	85,000	40,000-124,000	101	65.2
Local	60,000	67,000	92,000	40,000-135,000	37	64.9
By Kind of Job:						
Executive Agency	65,000	82,700	112,000	52,000-170,000	107	64.5
Legislative	61,500	73,220	82,717	50,000-126,000	48	68.6
Courts (not Clerk)	57,000	63,000	79,805	30,600-101,000	13	59.1
Other Military	—	100,000	—	—	7	53.8
Other Government Job	55,500	75,000	97,672	39,000-122,678	60	63.2

Note: Figures are based on salaries reported for full-time jobs lasting at least one year. The median is the mid-point in a ranking of salaries reported. The range of salaries delineated by the 25th and 75th percentiles represents the middle range in the ranking. The 90% range provides an indication of how widely dispersed the reported salaries are. The column labeled “Salary Coverage” shows the percentage of full-time jobs lasting one year or more for which salary information was reported. Government levels and job types with fewer than five reported salaries are omitted from the table. Only the median is shown if fewer than ten salaries were reported.

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