

Ward and Smith Partners with NCBA's Minorities in the Profession Committee: Hires 1L Justin Hill for Summer Associate Program

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Adding a new approach to sourcing law student talent with an eye on diversity, Ward and Smith engaged the North Carolina Bar Association's Minorities in the Profession 1L Summer Program to hire Campbell Law Student Justin Hill as a summer associate.

Hill's hire also marks a change to Ward and Smith's summer associate program as it has historically focused on 2Ls only. "The market for top law students is quite competitive," said Julie Beavers, Ward and Smith's Director of Attorney Recruiting and Diversity & Inclusion. "Law firms recruit from the same talent pool in search of the next rising star. By expanding our recruiting efforts to include the MIP 1L Program, we are better positioned to early identify talented law students, like Mr. Hill, and develop them into the attorneys we need."



The Minorities in the Profession Committee ("MIP") strives to increase the presence of minorities in the legal profession through education and promotion. It facilitates networking and mentorships between law students and practicing attorneys, connects students with firms looking to hire summer associates, and encourages and promotes greater diversity through CLE sessions.

"Investing in diversity is a good business decision. Diversity has a positive impact on creativity and innovation, skills used in seeking solutions to client needs," said Beavers. "Collaborating with MIP also strengthens our ability to build a workforce that reflects the diverse clients and communities we serve."

Ward and Smith's six-week summer program runs May 14 through June 22.

About Justin

A native of Southport, North Carolina, Justin Hill is currently a 1L student at Campbell Law. He earned a Bachelor of Arts in Political Science from Davidson College where he served in numerous leadership roles on campus while maintaining the demands of being a student athlete. Justin also mentored youth through Big Brothers/Big Sisters of Greater Charlotte and the Ada Jenkins Center Bridge Program.

About Ward and Smith

Ward and Smith is a full-service law firm in North Carolina with offices in Asheville, Greenville, New Bern, Raleigh, and Wilmington. The firm has more than 100 attorneys knowledgeable in more than 35 practice areas, from agribusiness to zoning.