Francie Scott is the Assistant Dean for the Office of Career & Professional Development at Wake Forest University School of Law. She helped create and implement the law school’s 1L Professional Development course, an innovative effort structured around law student professional identity formation. The course integrates the educational process with a practical toolkit for students exploring and pursuing legal career paths. In addition to teaching, Francie counsels students on all aspects of career planning, job searching, and professionalism.

Before joining the Office of Career & Professional Development in 2011, Francie practiced labor and employment law at Hunton & Williams in Richmond, VA and served as a law clerk for the U.S. District Court for the Western District of Virginia. She graduated from Wake Forest Law, *cum laude*, in 2004 and from the University of Virginia in 1998. She obtained an M.S.W. from the University of North Carolina – Chapel Hill in 2010. Before law school, she served as a Peace Corps volunteer in Zimbabwe.

She is a frequent writer and speaker on law student professional development, professional identity formation, wellbeing, and law practice. She has served as president of the Forsyth County Women Attorneys Association and in leadership roles as a member of NALP.

**Statement of Interest:** I believe that the Great Recession and the subsequent sea change in the legal market has ultimately had a positive impact on the profession. Students coming to law school now have to be thoughtful about their career planning process – the luxury of falling into a job simply isn’t there. As a result, the profile and importance of NALP members in career services, legal recruiting, and professional development has grown.

Law schools must recognize the mission-critical position of the career services office. Rather than simply another student service, like the fitness facilities or the coffee shop, career services is an integral component of legal education. Law schools have to not only invest in their career services offices, but also recognize and appreciate the unique expertise that professionals in these offices possess. Similarly, students are beginning to understand that career planning and professional development are foundational components of a legal education, as important as doctrinal coursework. This level of investment and understanding produces thoughtful professionals, committed not only to success in law practice, but also invested in professional development throughout their careers – recognizing that time spent on building business development skills, thinking about firm culture and how to approach recruiting, or addressing personal and office wellbeing is not something to be done in “spare” time, but rather an important component of a satisfying and successful career. I believe NALP plays a critical role in raising the profile of and supporting career professionals as they take on a more central position in legal education and the profession.

These are the values I bring to a leadership role in NALP: a belief that career planning and professional development are essential components of legal education, and that career services and recruiting professionals have a unique and specialized expertise that is of critical value to their employers. A large part of that expertise comes from the education, market analysis, and data provided by NALP.