



NC Prosecutor Internship Program

What You Need to Know

TYPES OF INTERNSHIPS AVAILABLE

1. LAW STUDENT

- a. ***Student Practice Certification Intern:*** The temporary position will be compensated at \$20 per hour and is not eligible for benefits.
- b. ***Non-Practicing Student Certification Intern:*** The temporary position will be compensated at \$15 per hour and is not eligible for benefits.

WORK HOURS

In general, summer interns should work 40 hours per week. Work hours for interns working during school sessions are limited by the number of hours their law school permits.

c. Pre-law License/Comity Employment Program

A District Attorney's office, with a vacant Assistant District Attorney position, can hire a student intern with a student practice certificate and house the intern in the vacant position. The intern can be paid from the day after they take the bar exam until the day they swear in while waiting for their bar exam results. If the intern passes the bar, they transfer titles from intern to Assistant District Attorney. If the intern does not pass the bar, they must be terminated immediately. ADA candidates awaiting BOLE notification regarding comity status may work up to twelve (12) weeks once their application has been submitted to BOLE. This interim duration should not exceed twelve (12) calendar weeks unless approved by the Conference of District Attorneys Executive Director and Chief Human Resources Officer to continue longer due to extenuating circumstances.

Individuals employed in the prelaw license position earn \$20 per hour, consistent with the hourly rate of pay provided to 3rd-year law school interns, with a Practice Certificate. The rate of pay is \$15/hr if the intern does not have a current Practice Certificate.

2. LEGAL SUPPORT STUDENT INTERN PROGRAM

There are no requirements for a particular major/field of study to participate in the program. However, the disciplines of criminal justice, political science, and paralegal sciences are closely aligned to the work performed in District Attorney offices. Staff of participating District Attorney offices assist interns with professional development and sharpening job skills. The program creates a pipeline of talent for District Attorney support staff positions.

The temporary position will be compensated at \$12 per hour and is not eligible for benefits. To ensure payment of hours worked, all work hours completed must be entered into the HR System and approved by a manager.

WORK HOURS

In general, summer interns should work 40 hours per week. Interns must work a minimum of 20 hours per week to qualify for the program. Interns working during school sessions (Fall & Spring) must work at least 10 hours per week to qualify for the program.

INTERN DURATIONS *(except for the Pre-Law License Program)*

FALL SEASON: Approximately 14 weeks, beginning in mid-August and ending in early December.

SPRING SEASON: Approximately 14 weeks, beginning January 12, 2026, and ending April 17, 2026.

SUMMER SEASON: Approximately 10 weeks, beginning in late May and ending in early August.

If you have questions, don't hesitate to reach out to Kimberly Spahos (Kimberly.O.Spahos@nccourts.org) or Mary Tomczak (Mary.E.Tomczak@nccourts.org)