What do you want to achieve?

A great job with a great firm! But which firm is right *for you*?

O'Melveny looks beyond the traditional metrics of resumes and grades and focuses on your true potential to succeed.

We are achieving this through Pymetrics, a game-based recruiting tool that helps us assess a candidate's social, cognitive, and behavioral features, such as attention, planning, flexibility, and memory. It evaluates future success by comparing a candidate's results to a unique, debiased O'Melveny success model built for the associate role. The games are very different from other online assessments. You cannot win or lose the games. There are no right or wrong answers. What matters is how you play the games - generating the behavior-based data that is collected and analyzed.

Pymetrics then provides the degree of match each candidate has to our associate profile. Candidates' results are generated without taking into account race, ethnicity, or gender. This new additional data point offers information about candidates' potential for success at O'Melveny, while also helping to override the implicit biases that naturally occur during the recruiting process.

The Pymetrics match band is one of four elements of our application: resume, transcript, interview feedback, and Pymetrics result. All of these elements are considered together. No one element alone dictates any hiring decision.

If you'd like to learn more about Pymetrics and how we are using it in the application process, you can listen to the O'Melveny Podcast episode on Pymetrics.

Play the Pymetrics Games

If you are interested in playing the Pymetrics games, please email pymetrics@omm.com from your law school email address for an invitation.

Please note that candidates are required to play the games in order to receive a callback interview with O'Melveny.

HELPING FIRMS SUCCEED
WITH FAIR AND ACCOUNTABLE ALGORITHMS…

BY USING NEUROSCIENCE + AI TO FIND THE RIGHT PEOPLE FOR THE ROLE

150%

increase in females in pipeline + hired into finance role

28%

reduction in attrition across Marketing, HR, Sales, IT, R+D, Ops + Finance

20%

increase in minorities hired into finance and other roles

WITH AuditAI + BIAS REMOVAL

Not all algorithms are created equally. If not developed carefully, algorithms can introduce bias. Pymetrics is deeply committed to fairness and scientific rigor as a core and founding principle.

Pymetrics takes following proactive steps to promote fairness and avoid bias:

game data

pymetrics games measures traits in such a way that is not likely to result in differences across demographic groups

Bias-removal AI

pymetrics has open-sourced AuditAI*, which checks for bias within an algorithm. If any exists, we use statistical methods to remove it

blind auditions

pymetrics does not take into account demographic information to make recommendations, either directly or by proxy

*https://github.com/pymetrics/audit-ai