

Job Posting

Justice Geraldine S. Hines Legal Fellowship

Office of the General Counsel

About the Office of the Inspector General (OIG or Office)

The Massachusetts OIG is at the forefront of promoting effective government and the responsible use of public money and property. The OIG is an independent state agency charged with preventing and detecting fraud, waste, and abuse in the use of public funds and public property. The OIG has broad oversight of how state and local governments use federal, state and local funds and property.

The Office is led by the Inspector General of the Commonwealth, who is appointed by the Governor, Attorney General and Auditor. M.G.L. c. 12A, § 2. The OIG is organized into three bureaus: Specialty & General Government, Legal & Compliance, and Operations, Training & Publications. The bureaus focus on specific agencies, issues, or functions. See [About The OIG | Office of the Inspector General \(OIG\)](#) for more information about the OIG.

Further details may be found at [Chapter 12A \(malegislature.gov\)](#).

The Legal & Compliance Bureau

The Legal & Compliance Bureau is managed by the General Counsel. This bureau consists of three divisions: The Office of the General Counsel; Audit, Oversight and Investigations; and Government Outreach and Public Policy. The Office of the General Counsel provides legal support across the office related to human resources, procurements, compliance, litigation and investigations. The Audit, Oversight and Investigation Division investigates possible fraud, waste and abuse of public resources across state and local government. The Government Outreach and Public Policy Division oversees the OIG's government outreach, municipal engagement, and policy and legislative initiatives and is responsible for legislative mandates such as the review of land dispositions.

The Office of the General Counsel

The Office of the General Counsel (Legal Team) serves as in-house counsel to the OIG. The Legal Team provides essential legal advice and support to the OIG on external and internal matters. The Legal Team supports investigative divisions when legal issues arise during an investigation, audit

or review by assisting with formal interviews; analyzing evidence; conducting legal research; enforcing summonses; and liaising with state, municipal and private entities. In addition, the Legal Team manages legal strategy in all OIG litigation, and attorneys in the Office of the General Counsel represent the OIG in state and federal court. The Legal Team attorneys also draft and review legislation and provide guidance on state and local procurement matters.

The Office of the General Counsel also plays a key internal support role. The Legal Team provides legal guidance and support to the OIG on human resources and fiscal related matters. The Office of the General Counsel has responsibilities related to compliance and internal controls within the OIG including onboarding new employees, developing and updating policies and procedures, and regularly providing in-house training on topics such as confidentiality, ethics and conflicts of interest.

About Justice Gerldine S. Hines

The OIG is honored to name this Fellowship after Justice Geraldine S. Hines, whose distinguished career as a lawyer and jurist reflects her commitment to public service and social justice. She was the first African American woman appointed to the Massachusetts Supreme Judicial Court and the Massachusetts Appeals Court.

Justice Hines began her career as a staff attorney at the Massachusetts Law Reform Institute and later worked for the Roxbury Defenders' Committee. As a private attorney, she litigated civil rights cases, including employment discrimination and police misconduct claims, and co-founded the first law firm in the region composed of women of color. Throughout her career, Justice Hines has been active in various civic and community organizations. She continues to dedicate herself to mentoring attorneys throughout their careers.

Justice Hines currently serves as the Huber Distinguished Visiting Professor at Boston College School of Law.

Fellowship: Position Overview

The Justice Geraldine S. Hines Legal Fellowship provides opportunities for motivated professionals who want to begin a legal career in public service and gain valuable experience while serving the people of the Commonwealth. We are seeking candidates whose diverse backgrounds and experiences will contribute to their work as a lawyer in the OIG.

The Fellowship is designed to help new attorneys develop core legal skills and provide broad exposure to state and municipal government. The Fellow will conduct legal research and draft memoranda and other documents related to fraud, waste and abuse in the expenditure of public funds as well as law related to the administration of the OIG, including employment law, contract law and procurement law. In addition, the Fellow may assist the OIG's investigative divisions when legal issues arise during an investigation, audit or review. The Fellow will receive training, supervision and mentoring from attorneys in the Office of the General Counsel.

The Fellow will work with and advise senior leadership, supervisors and staff on the interpretation and applicability of, and compliance with, state and federal law, including statutes, regulations and case law. The Fellow will work closely with all divisions of the OIG and will collaborate with external agencies as necessary. Through this work, the Fellow will become familiar with the full scope of the OIG's operations, including investigations, audits, reviews, civil recovery actions, training programs, policy and legislative initiatives, and the role of the Office of the General Counsel.

The Fellowship is a full-time, two-year commitment. The OIG may consider the Fellow for full-time employment at the end of their term.

We are especially interested in the unique perspectives of candidates who:

- Are members of historically underrepresented or marginalized ethnic or racial groups,
- Have a disability,
- Identify as LGBTQ+, or
- Have experienced housing or food insecurity.

Eligibility

Graduates in the classes of 2025-2027 from an accredited law school who have or will have taken the Massachusetts Bar Exam by July 2027 are eligible to apply.

Successful applicants will have a demonstrated interest in public service, a commitment to promoting equity and inclusivity, and a strong academic record, including excellent research and writing skills.

Salary Range: \$70,000

Other Position Information: Full time/Exempt

Hybrid Work Schedule

The Office of the Inspector General offers a hybrid work schedule. Under this policy, employees may request one of the following weekly hybrid schedules: 1) four days telework and one day onsite; 2) three days telework and two days onsite; 3) two days telework and three days onsite; or 4) one day telework and four days onsite. The onsite location is at OIG's Boston office and employees may work remotely the remainder of the time at a location approved by their supervisor, so long as they comply with the requirements of the Hybrid Work policy. Employees will be assigned to their onsite workspace based on their approved schedule. The approved telework location must be located within Massachusetts or within an approximately two-hour driving or train commute distance. OIG does not reimburse for employees to travel to the office. In addition, the successful candidate may be required to work primarily on site in Boston during the initial training and orientation period and/or for certain positions a primarily on-site role may be necessary.

Benefits

We value our employees and offer benefits that support their lives and well-being, while promoting an environment focused on inclusion, flexibility, professional growth, trust and respect. The Office therefore is pleased to offer a comprehensive benefits package for its employees. The specific components and eligibility may vary based upon position, hours worked per week and other variables. Consequently, specific benefits for this position may be discussed as part of the interview and offer process.

The overall benefits available include paid vacation; sick and personal leave time; health, dental and vision insurance through the Commonwealth's Group Insurance Commission; and optional pre-tax health savings account plans. To view the details of the various plans and the cost split between employer and employee, go to the Group Insurance Commission website.

Employees also participate in the Commonwealth's state retirement plan, which may become a defined benefit plan for those who both vest and subsequently retire from state service. For more information, visit the Massachusetts State Retirement Board website.

In addition, the Office provides employees the opportunity to elect life insurance, long-term disability insurance, deferred compensation savings, tuition remission and pre-tax commuter account plans, along with other programs.

This position may be eligible for the federal Public Service Loan Forgiveness (PSLF) program administered by the federal government.

How to Apply

Submit cover letter and resume via email by October 30, 2026, to:

Sarah Hoover, Director of Human Resources & Recruitment

Office of the Inspector General

IGO-employment@mass.gov

Diversity and Inclusion Statement

Diversity Officer: Sarah Hoover

The OIG is dedicated to creating and maintaining a workplace that welcomes, respects and values people of every race, color, religion or creed, sex, sexual orientation, gender identity, gender expression, ethnicity, ancestry, national origin, age, disability, pregnancy or a pregnancy-related condition, veteran status, military service or genetic information.

We are committed to fostering a workplace committed to diversity, equity and inclusion—principles we view as essential to a strong, high-performing environment and closely aligned with our mission. We welcome all applicants whose diverse backgrounds and experiences reflect and support this ongoing commitment. For questions regarding the OIG’s diversity policies, contact the OIG’s Diversity Officer Sarah Hoover at sarah.hoover@mass.gov.