



CRIMINAL LITIGATION ASSOCIATE

About Us

We are a mid-size, full-service law firm offering comprehensive legal services across a broad range of practice areas. Our criminal litigation group is known for its vigorous advocacy in state and federal court proceedings, handling matters from pre-charge investigations through trial, sentencing, direct appeal, and post-conviction work. We maintain a collaborative culture that values mentorship, professional growth, and meaningful client relationships and we give our associates real courtroom experience from day one.

The Opportunity

We're seeking a motivated mid-level associate with 3–5 years of criminal litigation experience to join our growing practice group. The right candidate will manage an active court docket, work closely with supervising partners, and take on meaningful responsibility from the start. Prior first- or second-chair trial experience is strongly preferred.

What You'll Do

- Manage a diverse caseload of criminal matters at all stages, from arraignment through trial and sentencing
- Draft and argue pretrial motions, including motions to suppress, motions in limine, and dispositive motions
- Draft appellate briefs and post-conviction petitions
- Appear independently in court for hearings, conferences, and trials
- Conduct client interviews and witness interviews
- Develop and execute case strategy in close collaboration with supervising partners
- Negotiate with prosecutors on charges, plea agreements, and sentencing recommendations
- Advise clients on criminal exposure, defense options, and collateral consequences
- Coordinate with investigators, expert witnesses, and other litigation support professionals
- Mentor junior associates and law clerks as opportunities arise

What We're Looking For

- J.D. from an ABA-accredited law school
- Licensed and in good standing in Maryland (additional bar admissions a plus)
- 3–5 years of criminal litigation experience, with significant court exposure
- Demonstrated first-chair or substantial second-chair trial experience
- Strong legal research, writing, and oral advocacy skills
- Proven ability to manage an independent caseload with sound judgment and minimal supervision
- A genuine commitment to vigorous, ethical client representation

Bonus Points If You Have

- Experience across a broad mix of felony, misdemeanor, and DUI/traffic matters
- Familiarity with Maryland criminal procedure, evidence rules, and local court practices
- Prior clerkship public defense experience
- A calm, focused approach to high-stakes, fast-moving work

Salary and Benefits

We offer a competitive salary commensurate with experience, along with a flexible work environment, direct client contact, and the resources to grow your practice.. See details below:

SALARY RANGE: \$160,000 – \$185,000

BENEFITS:

- Health insurance
- Dental insurance
- Vision insurance
- Life & Disability insurance
- Bar dues and CLE reimbursement
- Firm Paid Parking
- Firm Paid Holidays
- 401(k) w/Employer Match
- Parental Leave
- Health Savings Account w/monthly Employer Contribution
- Bonus Eligibility

JOB TYPE: Full-time

WORK SETTING: Rockville Office

We are an Equal Opportunity Employer