



JOB TITLE: Associate, General Litigation

FLSA: Exempt

About Us

We are an established Maryland law firm with a focused litigation practice handling complex disputes across a range of industries and practice areas. Our team represents clients in high-stakes matters from pre-litigation counseling through trial and appeals. We're known for our thoughtful advocacy and commitment to excellence—with a culture that values collaboration, mentorship, and professional development.

The Opportunity

We're seeking a motivated associate with 3 – 6 years of litigation experience to join our growing litigation team. We're open to candidates with experience across a variety of practice areas; what matters most is a strong foundation in civil litigation and a commitment to developing as a litigator.

You'll work directly with partners and clients on a range of civil disputes, including commercial litigation, contract disputes, tort defense, and other complex matters. This role offers the opportunity to build litigation skills, take on meaningful responsibility early, and develop long-term expertise in a collaborative, client-focused environment.

What You'll Do

- Handle all phases of civil litigation, including pleadings, discovery, motion practice, depositions, hearings, and trial preparation
- Draft and argue dispositive motions, briefs, and other court filings
- Conduct legal research and draft clear, well-supported memoranda and client communications
- Engage directly with clients to provide strategic advice and practical guidance
- Manage case timelines, deadlines, and dockets with a high degree of organization
- Contribute to internal knowledge-sharing and external client development efforts
- Collaborate closely with team members in a supportive, low-ego environment

What We're Looking For

- J.D. from an accredited law school
- Licensed and in good standing in Maryland (additional bar admissions a plus)
- 2–5 years of civil litigation experience
- Top-notch legal analysis and writing, with a commitment to continued learning
- Excellent research, writing, and analytical skills
- Strong organizational and time management capabilities
- Interest in developing as a litigator and becoming a trusted advisor to clients

Bonus Points If You Have

- Experience taking or defending depositions and arguing motions
- First-chair or second-chair trial experience
- A proactive mindset and an interest in mentoring or team-building
- A calm, focused approach to high-stakes work

Salary & Benefits

We offer a competitive salary commensurate with experience, along with a flexible work environment, meaningful client contact, and the support to grow your practice. Hybrid and remote arrangements are available for the right candidate. See details below:

SALARY RANGE: \$160,000 - \$185,000

BENEFITS:

- Health Insurance
- Dental insurance
- Vision insurance
- Life & Disability insurance
- Firm Paid Parking
- Firm Paid Holidays
- 401k w/Employer Match
- Parental Leave
- Health Savings Account w/monthly Employer Contribution
- Gym Access
- Bonus Eligibility

JOB TYPE: Full-time

WORK SETTING: Hybrid in-person/remote options available