

JOB TITLE: Associate, Insurance Coverage

FLSA: Exempt

About Us

We are a boutique firm with a focused practice representing insurers in high-stakes coverage matters and complex disputes. Our team advises domestic and international insurance carriers on a range of issues, from claim evaluation to litigation and appeals. We're known for our thoughtful advocacy and our commitment to excellence—with a culture that values collaboration, mentorship, and professional development.

The Opportunity

We're seeking a motivated associate with 2–5 years of litigation experience to join our growing insurance coverage team. Prior experience in insurance coverage law is a plus but not required -- we're open to training strong litigators with an interest in the field.

You'll work directly with partners and clients on a variety of coverage matters involving general liability, professional liability, D&O, E&O, and complex claims including construction defect, environmental exposure, and business interruption. This role provides the opportunity to dig into policy analysis, shape litigation strategy, and build long-term expertise in a dynamic practice area.

What You'll Do

- Analyze insurance policies and draft clear, well-supported coverage opinions
- Represent insurers in litigation, including dispositive motion practice, discovery, depositions, and hearings
- Draft pleadings, motions, and client communications
- Engage with clients to provide strategic advice and practical recommendations
- 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 litigation experience (insurance coverage experience, particularly for insurers, strongly preferred)
- Top-notch legal analysis and writing, with a commitment to learning
- Excellent writing, research, and analytical skills
- Strong organizational and time management capabilities
- Interest in developing expertise in insurance law and becoming a trusted advisor to insurer clients

Bonus Points If You Have

- Prior experience evaluating claims or litigating on behalf of insurance carriers
- Familiarity with CGL, excess, or professional liability policies
- 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