Mid-Level Associate Attorney
for Boutique Startup/VC/Fractional GC Firm

Position: Mid-Level Corporate/ECVC/M&A Attorney (3–7 years)
Hours: Full-time (1,600 billable hours/year minimum)
Compensation: Commensurate with experience and competitive within the boutique firm market
Start Date: Fall/Winter 2025
Location: Orange County, CA (hybrid: 2–3 days in office required)
Status: Licensed California attorney in good standing

About Esse Law

Esse Law, PC is a boutique corporate and securities firm that partners with venture-backed startups, founders, and investors from formation through exit. We combine the precision of big law with the empathy of entrepreneurship, serving clients across diverse industries, including AI, biotech, SaaS, consumer products, and women's health innovation.

We are building a next-generation firm: nimble, client-focused, and values-driven. We invest in attorneys who want to grow with us.

The Role

We are hiring a **full-time corporate/ECVC/M&A attorney** to play a key role in our growing practice. This is a client-facing, entrepreneurial position: you'll be trusted with substantive responsibility from day one.

The work is a **blend of deal execution and ongoing client advisory**. You'll lead and support venture financings and M&A transactions, and you'll also provide steady general counsel services (contracts, governance, compliance, etc.) that keep our clients' companies running.

This is a role for an attorney who wants to help build a boutique firm and grow into a leadership position over time.

Responsibilities

- Lead and support venture financings (seed through Series C) and M&A transactions
- Draft and negotiate corporate agreements (charters, SPAs, IRAs, employment docs, commercial contracts)
- Provide general counsel support: governance, cap table management, compliance, contracts
- Advise founders and executives directly with practical, business-minded legal solutions
- Contribute to firm development (processes, mentorship, business growth)

Who You Are

- **Experienced:** 3–7 years of corporate transactional experience, ideally with ECVC and/or M&A exposure
- **Reliable & Accountable:** You meet deadlines, communicate proactively, and deliver consistently without hand-holding.
- **Balanced:** You thrive in deal adrenaline *and* respect the discipline of ongoing client advisory work.
- **Entrepreneurial:** You want to help build a firm.
- **Client-Facing:** Comfortable advising executives and managing relationships directly.
- **Values-Driven:** Committed to equity, integrity, and meaningful work alongside technical excellence
- **Local & Present:** You are able and willing to work in our Orange County office 2–3 days per week.

Benefits & Expectations

- Bonus potential tied to firm performance and individual contribution
- Benefits include healthcare contribution, malpractice insurance, PTO, bar dues, and professional development support
- Billable requirement: 1,600 hours annually

How to Apply

To apply, please complete the application form available here. Submit your resume, cover letter, and writing sample. In your cover letter, tell us why a boutique startup/VC practice excites you, and how you balance both transaction adrenaline and long-term client advisory work. We encourage applicants from diverse backgrounds to apply.