

Seeking Associate Attorney – Employment (2-5 years' experience)

Irvine, CA (Hybrid)

Job Summary

Kring & Associates, APC is a boutique employment-focused firm dedicated to providing quality legal services for businesses and individuals throughout California. We are comprised of accomplished and experienced attorneys with diverse backgrounds in both litigation and transactional matters. We take pride in offering a friendly atmosphere and competitive compensation package including excellent benefits.

We are looking for a full-time associate with 2-5 years of experience in California employment law, including litigation and/or advice and counsel, to join our Irvine office. This role is best suited for candidates looking for an opportunity to:

- Represent clients in all areas of employment litigation/arbitration;
- Exercise creative muscles while working to solve the unique problems presented to employers and employees alike by California's extensive employment regulations;
- Engage in meaningful individual work and direct communication with clients, while benefitting from a culture focused on teamwork and mentorship; and
- Collaborate with attorneys who value cooperation and firm culture.

Of course, the candidate must be licensed to practice law in California. The best candidates will also:

- Have a strong academic and professional record;
- Demonstrate exceptional oral and written communication skills;
- Excel in time management and organization; and
- Be empathetic and dedicated to client service.

Responsibilities and Duties

Qualifications and experience include experience litigating and/or counseling clients in wage and hour, wrongful termination, harassment and discrimination, and similar disputes.

Candidates must have skills in client interaction, legal research and analysis, and preparation of written correspondence. Candidates should also have experience drafting employment documents (including employee handbooks and employment agreements) or pleadings, discovery, law and motion, and pre-trial motion/submittals. Ideal candidates will have experience in oral argument, taking and defending depositions, and evidentiary hearings. Relevant experience in other areas of civil litigation will be considered, in addition to any employment-related experience.

We are looking for someone with an entrepreneurial view. Professional marketing and presentation skills experience and/or interest in business development, marketing, speaking engagements and writing articles are therefore a significant plus.

Kring & Associates offers a competitive compensation package, including base salary of \$100,000.00 - \$200,000.00 per year and reasonable billing requirements, both commensurate with experience. We offer a number of bonus programs tailored to practice area and attorney goals. Additional benefits include:

- 401(k)
- Health insurance
- Dental insurance
- Vision insurance
- Flexible spending account
- Life insurance
- Flexible vacation policies
- Paid Holidays

This position will be in office in Irvine, CA during an initial training period. Thereafter, flexible work arrangements, including hybrid/remote schedules will be available for attorneys demonstrating appropriate productivity, communication, and time management.

Kring & Associates, APC is an equal opportunity employer dedicated to the growth of our employees. We encourage interested candidates to apply if they believe they would be a good fit for our organization, even if they are unsure whether their experience and qualifications are a perfect match.

Resumes may be submitted via email to Michelle Bennet at mbennett@kringandassociates.com.