900 1st Ave. S., Suite 201
Seattle, Washington 98134
(206) 529-4827
careers@focallaw.com

Opening for Litigation Attorney (Full-Time / Remote)

Focal PLLC, a 12-attorney firm based in Seattle with a focus on technology and internet law, is seeking a litigation attorney to support our dispute and litigation practice. We are a NAMWOLF member firm and proud of our emphasis on diversity.

We are committed to maintaining a collaborative work environment with legal professionals who are looking for a healthy work/life balance while handling sophisticated and interesting work. Our lawyers typically bill between 800 to 1,200 hours per year—a reflection of our commitment to this balance.

Scope of Litigation Practice

Focal's litigation group handles a broad range of disputes, litigation, and brand enforcement matters. In this role, your responsibilities will span a number of areas:

- **Dispute & Litigation Practice:** Focal handles a variety of business and commercial disputes, copyright and trademark disputes (including matters before the Trademark Trial and Appeal Board), platform liability, data scraping/aggregation matters, corporate divorces, cannabis disputes, arbitrations, consumer privacy complaints, and more.
- **Privacy & Employment Practice Growth:** Focal is seeking to grow its privacy and employment disputes practice, which offers significant opportunities to candidates with demonstrated experience in these subject matter areas.
- **Brand Protection & Enforcement:** A significant portion of our practice focuses on brand enforcement, including conducting online investigations, preparing and submitting takedown requests, prosecuting domain name arbitrations (UDRPs), handling cease and desist efforts, and litigating brand-related disputes, as well as advising clients on brand enforcement programs.
- **Case Management:** Members of the Focal litigation group manage all aspects of a case, ranging from pre-filing intake and strategy to drafting pleadings, conducting discovery (including e-discovery), brief writing, and motion practice through trial.

Candidate Profile & Requirements

We are looking for a highly capable, self-directed attorney who brings solid experience, a collaborative spirit, and a willingness to take ownership of complex matters with minimal supervision. Our ideal candidate fits the following profile:

- **Experience Level:** At least 6-8 years of litigation experience with a demonstrated ability to independently handle litigation matters from pre-filing through trial. Prior trial experience is a plus.
- **Location & Bar Admissions:** While Focal is fully remote, we are looking for candidates admitted in Washington who are available to travel to the Seattle area – and possibly other locations in Washington – as needed. Admissions in other states (particularly Oregon and California) are a plus.

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- **Practice Areas & Courts:** Experience in privacy, employment, and general business/commercial disputes is preferred. Experience with class action litigation – plaintiff or defense – or intellectual property disputes is a plus. Experience in both federal and state courts preferred.
- **Business Development:** A portable book of business and/or an interest in marketing and business development is preferred and will be supported and incentivized.
- **Distributed Collaboration:** Comfortable working in a fully remote, distributed setting while maintaining excellent communication with team members (utilizing Google Workspace, Slack, email, video calls, and project management apps and tools).
- **Hands-On Tech Competence:** Proficiency in basic technology and online tools as well as e-discovery, including AI tools. While we have support staff, our attorneys must be self-sufficient and comfortable taking care of the basics as needed (e.g., formatting documents, preparing document productions, e-filing).
- **Firm Alignment:** We are looking for candidates with a collaborative, team-focused spirit, strong writing and editing skills, and a desire to provide high-quality legal services with deep empathy for both clients and colleagues.

Compensation & Benefits

Focal PLLC offers a competitive compensation structure designed to reward contribution and flexibility. Compensation is structured with a fixed base salary paired with monthly hourly-based payments depending on the actual hours worked.

- **Total Cash Compensation**: For a full-time role, the salary range is between $90,000 to $190,000 (assuming 1,000 hours billed per year). Attorneys have an opportunity to increase compensation based on their portable book of business or any new business developed.
- **Benefits**: We provide health insurance, pay for your bar dues, offer an opportunity to participate in our individual retirement plan (with firm matching up to a certain amount), and offer flexible PTO.

How to Apply

If you are interested in joining our team, please send the following application materials to careers@focallaw.com:

1. A cover letter summarizing your experience and interest in the position.
2. A resume.
3. A legal writing sample that you primarily authored.

Focal is a minority- and women-owned business and we place a high premium on diversity. Women, people of color, and LGBTQ candidates are encouraged to apply. We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, gender, national origin, age, genetic information, creed, marital status, sexual orientation, gender identity, disability status, protected veteran status, or any other protected status as defined by federal, state or local law.
