

MID-LEVEL LITIGATION ASSOCIATE

EMPLOYMENT LITIGATION AND COUNSELING

OVERVIEW

We are seeking a mid-level associate to join our Employment Law Practice in San Francisco. The role focuses on litigation in both plaintiff and defense matters, together with substantive employer and employee counseling. The position is suited for an attorney who is comfortable handling high-stakes disputes while also advising clients on risk mitigation, compliance, and strategic personnel decisions.

THE PRACTICE

The associate will support and, as appropriate, take lead responsibility in matters that include:

- Single-plaintiff employment litigation, including discrimination, retaliation, harassment, wrongful termination, and leave-related claims
- Wage and hour litigation, including class and representative actions
- Executive and professional disputes involving compensation, equity, separation agreements, and restrictive covenants
- Trade secret and unfair competition matters arising in the employment context
- Representation of both employers and employees in state and federal court and in arbitration
- Administrative proceedings before state and federal agencies
- Employer-side counseling on compliance, investigations, discipline, termination, wage practices, and policy drafting
- Employee-side counseling on employment agreements, compensation structures, separation negotiations, and claims evaluation

Matters regularly involve complex statutory frameworks under California and federal law, expedited proceedings, and significant financial and reputational exposure.

RESPONSIBILITIES

- Manage cases and discrete litigation components with increasing independence
- Draft pleadings, dispositive motions, discovery, and substantive briefs
- Conduct and defend depositions
- Appear at hearings, mediations, and settlement conferences
- Provide strategic litigation and pre-litigation advice to employers and employees

- Conduct workplace investigations and assist with internal employment assessments, as appropriate
- Communicate directly with clients, opposing counsel, and agency representatives

QUALIFICATIONS

- ✓ Three to six years of employment litigation experience in state and or federal court
- ✓ Experience handling employment cases is required
- ✓ Demonstrated experience with dispositive motions and discovery management
- ✓ Strong research, writing, and analytical skills
- ✓ Working knowledge of California employment statutes and civil procedure
- ✓ Active membership in the California Bar, or ability to obtain admission promptly

WHAT WE OFFER

- A balanced plaintiff and defense employment practice
- Meaningful responsibility and direct client exposure
- A rigorous, practice-driven environment
- Competitive compensation commensurate with experience

HOW TO APPLY

Please submit a resume and writing sample directly to jobs@dhillonlaw.com

📍 SAN FRANCISCO,
CALIFORNIA

📍 NEWPORT BEACH,
CALIFORNIA

📍 ALEXANDRIA,
VIRGINIA

📍 AUSTIN,
TEXAS