

# SENIOR LITIGATION ASSOCIATE

## EMPLOYMENT LITIGATION AND COUNSELING

### OVERVIEW

We are seeking a senior associate to join our Employment Law Practice in San Francisco. Our practice combines high-stakes employment litigation on both the plaintiff and defense sides with substantive counseling for employers and employees. This role is well suited for an attorney who is comfortable handling complex disputes while also advising clients on compliance, risk mitigation, and strategic personnel decisions. Associates work closely with partners on significant matters from inception through resolution and are expected to assume substantial responsibility as their experience develops.

### THE PRACTICE

Our Employment Law Practice spans single-plaintiff and complex employment litigation, executive and professional disputes, and counseling across the employment lifecycle. 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

*Matters regularly involve complex statutory frameworks under California and federal law, expedited proceedings, and significant financial and reputational exposure. Associates work on lean teams and play visible roles in significant matters.*

### RESPONSIBILITIES

- Manage cases and discrete litigation components with increasing independence
- Draft pleadings, dispositive motions, and substantive briefs
- Conduct and defend depositions and support hearing preparation
- Appear at hearings, mediations, and settlement conferences commensurate with experience
- Provide strategic litigation and pre-litigation advice to employers and employees
- Conduct workplace investigations and support internal employment assessments, as appropriate

- Communicate directly with clients, opposing counsel, and agency representatives
- Assume ownership of key workstreams and contribute to efficient case management

*Associates will have opportunities for meaningful stand-up experience and direct client interaction commensurate with experience.*

### QUALIFICATIONS

- ✓ 6+ years of 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 with meaningful counseling work
- Early and meaningful responsibility in significant matters
- Direct client engagement and strategic involvement
- Close collaboration with experienced partners and lean staffing on cases
- A rigorous, practice-driven environment focused on high-quality work
- Competitive compensation commensurate with experience

*We value varied professional backgrounds and perspectives and encourage candidates with diverse experiences to apply.*

### HOW TO APPLY

Please submit a resume and writing sample directly to [jobs@dhillonlaw.com](mailto:jobs@dhillonlaw.com)

📍 SAN FRANCISCO,  
CALIFORNIA

📍 NEWPORT BEACH,  
CALIFORNIA

📍 ALEXANDRIA,  
VIRGINIA

📍 AUSTIN,  
TEXAS