

Wickes Law

PLLC

geoff@wickes-law.com

748 Market Street # 64
Tacoma, WA 98402

253-400-6962

Job Announcement: Associate Attorney, Counsel, or Senior Counsel **(Appellate/Criminal) (Remote)**

Wickes Law PLLC seeks an attorney to support the firm's rapidly growing workload. This is a rare opportunity for attorneys interested in focusing their practice almost completely on criminal appellate advocacy.

I. Employer Information

Geoffrey C. Wickes founded Wickes Law in February 2024. Most of the firm's work consists of providing indigent criminal defense services to governments at the city, county, state, tribal, federal, and government consortium levels. Currently, Wickes Law has public defense contracts with nine such governments and employs two attorneys. The applicant would be the third.

II. Job Description

The job title is negotiable depending on experience. This is a W-2, salaried position. The applicant can expect the following job responsibilities:

- Approximately 90-95% criminal appellate litigation;
- Approximately 5-10% administrative and coverage work (e.g., when a coworker handling a trial court docket is out sick or double-booked); and
- Other duties as assigned.

The applicant will be responsible for independently managing his or her own caseload. This role will primarily support public defense. Duties may expand over time.

III. Benefits

- \$90,000-\$150,000 salary depending on experience;
- Fully remote work (except for necessary in-person court appearances);
- High-quality group health insurance;
- Generous leave package;
- Professional liability insurance;
- 401k program;
- Reimbursement for bar dues, training, and professional development;

Wickes Law

PLLC

geoff@wickes-law.com

748 Market Street # 64
Tacoma, WA 98402

253-400-6962

- Firm-provided laptop, smartphone, Westlaw subscription, and other equipment as needed (these will remain the property of the firm and will be loaned to the applicant for firm-related business); and
- A high degree of professional independence.

IV. Requirements

- Uncompromising personal integrity and steadfast commitment to legal ethics;
- License to practice law in the State of Washington;
- Superlative legal research and writing skills (without the aid of generative AI);
- Outstanding interpersonal, public speaking, and conflict resolution skills;
- Fluency with rules of criminal procedure, as evidenced by **at least one year of full-time criminal law practice**;
- **First-chair criminal motions and trial experience, preferably at the felony level**;
- Punctuality, responsiveness, and ability to manage competing deadlines;
- Self-directed and able to work both independently and as part of a team;
- Ability to set appropriate boundaries with clients and critically assess information;
- Sensitivity to the diverse political, economic, social, and cultural dynamics of the many local, state, tribal, and federal courts in which Wickes Law practices; and
- Basic technological fluency: The applicant must be comfortable using a Windows computer and software commonly used in a legal office environment. Basic cybersecurity and privacy awareness.

V. Preferred Attributes

- Appellate litigation experience; and
- Fluency in one or more languages besides English.

VI. How to Apply

Please either apply on LinkedIn or email a resume and legal writing sample (preferably 5-20 pages in length) to geoff@wickes-law.com. Cover letters are welcome, but not necessary. If applying via email, please include the words “Appellate Attorney Position” in the subject line. Interviews will be conducted in person, after which time references may be requested.

Please email geoff@wickes-law.com or call him at 253-400-6962 with any questions.