Wickes Law PLLC

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748 Market Street # 64
Tacoma, WA 98402
253-400-6962

Job Announcement: Attorney (Misdemeanor and Felony Public Defense) (Remote)

Wickes Law PLLC seeks an attorney with one or more years' experience in criminal practice to support the firm's rapidly growing workload. This will be a hybrid misdemeanor and felony role.

I. Employer Information

Wickes Law PLLC was founded in February 2024. Most of the firm's work consists of providing indigent criminal defense services to governments at the federal, state, tribal, county, city, and government consortium levels. Currently, Wickes Law has public defense contracts with nine such governments, expects contracts with two more within the next month, and employs two attorneys, with a third scheduled to begin work in December. The applicant would be the fourth attorney at the firm.

II. Job Description

Job title depends on experience:

- Applicants with less than five years' full-time experience in the practice of law will be hired as an "associate attorney;"
- Applicants with five to ten years' experience will be hired as "counsel;" and
- Applicants with more than ten years' experience will be hired as "senior counsel."

Regardless of title, this is a **W-2, salaried position**. The applicant can expect the following job responsibilities:

- Approximately 40-50% misdemeanor and gross misdemeanor line defense in one or more courts of limited jurisdiction and/or tribal court. This may or may not include therapeutic courts;
- Approximately 50-60% class B and C felony line defense in one or more superior or juvenile courts. This may or may not include therapeutic courts; 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.

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III. Benefits

- $90,000-$150,000 salary depending on number of years of experience;
- Fully remote work (except for necessary in-person court appearances);
- High-quality group health insurance, with premiums paid by employer;
- Generous leave package;
- Professional liability insurance;
- 401k program;
- Reimbursement for bar dues, training, and professional development;
- 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;
- Legal authorization to work in the United States;
- **Qualification to provide public defense services at the "Felony Mid and Felony Low Cases" level for both adults and juveniles under Standard Fourteen of the WSBA's Standards for Indigent Defense Services (2024);**
- Outstanding interpersonal, public speaking, and conflict resolution skills;
- **Felony jury trial experience;**
- Superlative legal research and writing skills (without the aid of generative AI);
- Reliable transportation to and from court;
- 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;
- Ability to explain complicated legal topics at a variety of levels of complexity; 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.

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V. Preferred Attributes

- Qualification *above* the level of "Felony Mid and Felony Low Cases" under Standard Fourteen of the WSBA's Standards for Indigent Defense Services (2024); 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 "Misdemeanor/Felony 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.