



ASSOCIATE ATTORNEY

Join Smith Freed Eberhard – Where Legal Excellence Meets Flexibility and Opportunity!

Location: Remote (Washington State Only)

Specialization: Civil Litigation – Personal & Commercial Lines

At Smith Freed Eberhard, we do more than practice law. We build careers, develop exceptional advocates, and deliver outstanding results for our clients. Our growing civil litigation team is seeking an Associate Attorney with at least four years of insurance defense experience to handle a diverse caseload involving personal lines and CGL matters.

We are seeking an experienced attorney to join our team in a fully remote role, welcoming candidates who reside outside our local area and are excited to contribute from wherever they call home in the state of Washington. Ideal candidates will be confident and effective in a fully remote, technology-driven work environment.

Why Choose Smith Freed Eberhard?

Meaningful Mentorship & Professional Development: Work alongside experienced litigators who are invested in your growth. Our collaborative culture provides ongoing guidance, support, and opportunities to expand your litigation skills.

Remote Flexibility: Enjoy the benefits of a remote role while remaining connected to a highly engaged legal team through technology, mentorship, and regular collaboration.

Career Advancement: Take ownership of sophisticated litigation matters, manage cases independently, argue motions, conduct depositions, and build the skills necessary for long-term professional success.

Competitive Compensation & Benefits: We offer a comprehensive compensation package, performance-based bonuses, and benefits designed to support your personal and professional well-being.

Your Role

Full-Cycle Case Management: Manage a litigation caseload from inception through resolution, including case evaluation, discovery, motion practice, depositions, mediations, arbitrations, and trial preparation.

Strategic Advocacy: Develop and execute litigation strategies that protect client interests and drive favorable outcomes.

Client & Team Collaboration: Maintain strong relationships with clients, opposing counsel, experts, and colleagues while contributing to a collaborative and high-performing legal team.

Litigation Excellence: Draft and argue motions, conduct depositions, participate in hearings, and navigate complex legal issues with confidence and professionalism.

Qualifications

- Active membership in the Washington State Bar Association
- Minimum of 4 years of insurance defense civil litigation experience
- Demonstrated experience handling:
 - Case management
 - Written discovery
 - Motion practice
 - Depositions
 - Hearings
 - Mediations and/or arbitrations
- Strong legal writing, analytical, and advocacy skills
- Ability to manage cases independently while collaborating effectively in a remote environment
- Prior experience working in a remote or hybrid environment strongly preferred

Remote Work & Technology Expectations

- Ability to manage remote working environment efficiently, bill time effectively, and be working and available during standard business hours of Monday – Friday, 8am to 5pm
- Must be willing to travel to the firm's Seattle office and to court appearances when necessary
- Demonstrated experience in remote or hybrid work environments, including the use of virtual collaboration tools such as Teams, Zoom, and Outlook
- Proficiency with legal technology, including case management and document management systems
- Strong technical aptitude, with the ability to troubleshoot minor issues to maintain workflow efficiency

- Access to a reliable, secure high-speed internet connection and a professional home office setup
- Commitment to maintaining confidentiality and upholding data security standards in a remote environment

Compensation & Benefits

- \$130,000 minimum, depending on experience
- Performance-based bonus opportunities
- Student debt assistance
- Firm-paid Bar Association dues, CLEs, and professional memberships
- Employer-paid medical, dental, and vision insurance
- Paid parental leave
- Paid Holidays and Vacation
- 401(k) with employer Safe Harbor contributions
- Voluntary short-term disability, long-term disability, and life insurance
- Attorney retreats, mentorship, Lunch & Learns, and Trial Talks

Build Your Future with Smith Freed Eberhard!

If you are a motivated litigation attorney seeking meaningful work, professional growth, and the flexibility of a fully remote practice, we invite you to apply!

Smith Freed Eberhard is an Equal Opportunity Employer and values diversity in the workplace. All qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, sex (including pregnancy), age, disability, genetic information, citizenship status, military service obligations, veteran status, or any other status protected by applicable law.