



ASSOCIATE ATTORNEY

Join Smith Freed Eberhard – Where Law Meets Passion and Purpose!

Location: Seattle – Onsite to Hybrid

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.

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.

Flexibility: We support work-life balance with flexible scheduling and a dynamic, team-oriented office environment. Following a successful introductory period, you may have the opportunity to transition to a hybrid work schedule, based on performance and business needs.

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 rewarding compensation package, performance and merit-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

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 and professional growth, 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.