

Associate Attorney – Estate Planning, Probate & Elder Law

Hickman Menashe, P.S. | Lynnwood, WA | Full-time/Hybrid | \$95,000 – \$150,000 per year

Description

Hickman Menashe, P.S. is hiring one or more attorneys to join our busy estate planning and elder law practice. We welcome experienced attorneys, lateral hires, and newer or prospective attorneys who are committed to building a career in these practice areas. We are willing to train the right candidate.

Overview

Established in 2005, Hickman Menashe serves individuals and families throughout the greater Snohomish and King County areas. Our practice covers estate planning, probate, trust administration, guardianship, and elder law. We help clients plan for the future, protect vulnerable family members, and handle the legal work that follows incapacity or death.

We are seeking attorneys with 2 to 5+ years of experience in probate, guardianship, trust administration, estate planning, or elder law. Candidates with less experience who know they want to focus on these areas are encouraged to apply.

Key Responsibilities

- Meet with clients to understand their goals, family circumstances, and assets, and recommend appropriate planning strategies
- Draft wills, revocable living trusts, powers of attorney, health care directives, and related estate planning documents
- Handle probate and trust administration matters from opening through closing
- Represent clients in guardianship matters
- Advise on elder law issues, including long-term care and Medicaid planning
- Conduct legal research and prepare clear, well-reasoned written work product
- Work with paralegals and staff to manage deadlines and keep matters moving

Qualifications

- J.D. with excellent academic credentials
- Active WSBA membership, or eligibility for admission
- 2 to 5+ years of relevant experience preferred; training available for the right candidate
- Excellent research, writing, and analytical skills
- Meticulous attention to detail and a strong work ethic
- Strong interpersonal and client communication skills

Workplace and Culture

We are a focused, established practice where attorneys do meaningful work for clients at important moments in their lives. Newer attorneys receive hands-on training and mentorship, and experienced attorneys have room to take ownership of their matters.

Compensation and Benefits

- Salary: \$95,000 – \$150,000 per year, commensurate with experience
- Unlimited paid time off
- 11 paid holidays
- Health insurance
- 401(k) with 4% employer match

How to Apply

Please submit your resume, cover letter, and a writing sample to Angela Odensky, angela@hickmanmenashe.com