

## **Opportunity Description:**

Mancuso Brightman, PLLC is looking for a dynamic attorney to join its growing litigation practice in either Rochester or Syracuse. We welcome applications from talented and ambitious associate-level attorneys who are committed to both delivering top-notch legal work and to maintaining a work-life balance that we believe makes us better lawyers. Come join Mancuso Brightman's small-but-mighty team of litigators and work with individuals who are recognized regionally and across the State for their unwavering commitment to excellence in their legal work as well as their volunteerism and community involvement.

## **Company Overview:**

Mancuso Brightman is a NYS MWBE (Minority-and-Women-Owned Business Enterprise) firm with offices in both the Rochester and Syracuse areas, and next year will be celebrating a decade of client service. The firm has reaped numerous accolades and honors since its formation, and our individual attorneys' collective experience and recognition is even more impressive, allowing Mancuso Brightman to offer its clients knowledgeable and sophisticated representation without the Big Law price tag. Clients recognize the benefits of getting boutique pricing for experienced litigators with the acumen and resources to handle complex commercial and other matters around the State.

This commitment to operating leanly and efficiently, while maintaining the highest levels of legal advocacy and work product, has earned the firm a prestigious reputation in the local legal community. Our litigators, who are experienced in representing clients in federal and state courts across New York, before administrative agencies and commissions, and in alternative dispute tribunals, are known for punching above their weight, and regularly achieve positive results for clients when pitted against large local and even national firms.

Our litigation team handles complex commercial cases and business disputes arising from large-scale corporate transactions, shareholder agreements, and real estate matters. The partners and associates in the litigation group work closely and collaboratively, and junior members of the team are encouraged to be active participants on legal strategy and take ownership of cases while still utilizing the mentorship and experience of more senior members. Cross-practice cooperation is also common, with our litigation group frequently interacting with and drawing support from the other practice areas in the firm, which include municipal, land use and zoning, immigration, and transactional real estate. Our small size and inclusive culture foster a tight-knit group of attorneys and staff who know that all viewpoints and opinions are welcomed and considered, and that once you are part of the Mancuso Brightman team, we are invested in you and your development. We know that focusing on employee experience and the quality of work and client results rather than rote billable hour requirements makes for better lawyers, a better firm, and more satisfied clients.

## **Position Summary and Requirements:**

We are seeking a mid-to-senior level litigation associate (applicants will ideally have been in practice between three and five years, but candidates outside that range will still be considered), and commercial or business litigation experience is preferred but not necessary. Applicants must

be admitted to the New York State Bar and have a *juris doctor* from an accredited law school. Applicants should be able to draft legal pleadings, memoranda, and discovery documents with minimal oversight and direction. Experience in taking and defending depositions as well as orally advocating for clients in the context of motions and/or trials is preferred but not required. Applicants must also have strong research and analytical skills, and be able to take ownership of files and exercise independent legal judgment on questions of case preparation and legal strategy.

Candidates will support other members of the litigation team, but should also be comfortable interacting directly with clients and taking the lead role on their cases and advocating for strategy positions in individual cases as well broader practice-area issues or potential areas of expansion within the firm. Associate attorneys are encouraged and provided the resources to pursue individual business development opportunities and foster their development through hands-on experience and the ability to curate their own client relationships.

The firm offers a competitive salary commensurate with years of experience, and because we are committed to being forward thinking and rewarding everyone that has contributed to the overall success of growing the firm, in addition to base compensation, all employees are offered a discretionary “profit share” at the end of each year based on an evaluation of the firm expenses and revenue for the budgeted year. The firm additionally provides a 401(k) with employer contributions, and four weeks of paid time off per year. There is significant flexibility for remote and flexible work options, and consistent with the firm’s encouragement of attorneys being active on local legal boards and committees, the firm covers the costs associated with membership in state and local bar associations as well as all necessary CLE requirements.

To apply, please provide a cover letter and resume via email to [elmoouji@mbnnylaw.com](mailto:elmoouji@mbnnylaw.com).

Mancuso Brightman PLLC is an Equal Opportunity Employer.