

The Bain Firm, PLLC is an entrepreneurial corporate and transactional law firm founded by a former General Counsel with nearly 25 years of experience advising businesses across industries. We help founders, executives, and business owners make smart legal decisions that align with real commercial objectives.

We are growing fast and seeking a senior Associate Attorney who wants more than a traditional law firm role. This is an opportunity to practice law with judgment, autonomy, and creativity, while developing as a trusted business advisor, not just a technical specialist.

If you enjoy thinking strategically, taking ownership of matters, and delivering practical solutions (rather than over-lawyering problems), this may be a strong fit.

This role involves meaningful responsibility and client-facing work, including:

- Drafting, reviewing, and negotiating commercial contracts and transaction documents
- Advising clients on corporate governance, entity formation, and ongoing operational matters
- Executing mergers, acquisitions, private equity financings, and other strategic transactions
- Managing discrete matters independently, with partner guidance as needed
- Conducting legal research and translating it into clear, actionable advice
- Collaborating with firm leadership on deal strategy and client solutions
- Assisting with internal initiatives to improve firm processes and service delivery

You might be a great fit if you:

- Have sound judgment and solid experience in corporate and transactional law
- Communicate clearly with clients, counterparties, and teammates
- Take ownership of your work and follow through without constant supervision
- Stay organized and calm when juggling multiple matters and deadlines
- Think about the business implications of legal advice, not just the law
- Prefer a low-ego, high-competence environment

In short, you're skilled, reliable, thoughtful, and focused on doing good work efficiently without unnecessary drama.

Qualifications:

- Juris Doctor (JD) from an accredited law school
- Active bar license in good standing

- 5–7 years of experience in corporate, transactional, and commercial law
- Excellent written and oral communication skills
- Comfort working directly with clients and opposing counsel
- Proficiency with standard legal research and document tools
- Exceptional attention to detail and analytical skills

We love to help people learn and grow; but, we don't have the time for that right now. We need a senior Associate Attorney who can hit the ground running. The ideal candidate will be able to take initiative on work that needs to be done and complete tasks with minimal hand holding.

This is a full-time role. During the first 30 days of employment the pay will be \$65/hour, with opportunities for increase after that. There is an opportunity for bonus compensation for those who can demonstrate their profitability.

Prepare a cover letter with no more than TWO paragraphs and a closing sentence. In the first paragraph, explain what you believe are the three most important qualities needed in an attorney who works with business owners, entrepreneurs and executives, and why you believe they are the most important qualities. In the second paragraph, explain why you applied to this particular post. As a closing sentence please write, "I have read the instructions contained in the job posting and have followed the instructions."

Do not send your resume through LinkedIn. Email your resume and cover letter in PDF format to careers@thebainfirm.com. The subject line of the email should be "TBFcareers" followed by your last name all caps, followed by the position you are applying in lower case, followed by one word that you would use to describe yourself in all caps. [For example: TBFcareers SMITH associate AWESOME]

We look forward to reviewing your application.

APPLICATIONS RECEIVED THROUGH LINKEDIN AND THAT DO NOT FOLLOW INSTRUCTIONS WILL NOT BE CONSIDERED.