



careers@dpf-law.com

Employment Law Associate Attorney

Santa Rosa, CA

We are seeking an attorney with a minimum of 5 years of combined experience in employment law and litigation.

Located in the wine regions of Napa and Sonoma, Dickenson Peatman & Fogarty (DP&F) has provided full service legal representation to clients throughout California, the United States and abroad since 1964, and has extensive experience in wine industry and alcohol beverage law. In addition to alcohol beverage law, the Firm's major practice areas include business and corporate dealings, land use matters, labor and employment, civil litigation, intellectual property, geographical indications, real property transactions, and wine law.

Employment Associate Attorney: Candidates should have a high level of academic achievement from a nationally recognized law school and exceptional oral, written, and interpersonal skills, with strong attention to detail. They should be ambitious and highly motivated, have a strong work ethic and leadership skills, an interest in taking on increased levels of responsibility, good business and strategic judgment, and an ability to handle the day-to-day demands and workflow of working in a team-oriented environment.

Our Employment Group provides advice and counseling services to employers through the North Bay and beyond with the goal of keeping our clients out of litigation. We counsel on hiring, firing and discipline issues. We create handbooks, contracts, and general employment policies. We assist with and conduct investigations, stay up to date on relevant employment laws, update our clients on the same, and we also conduct trainings. We also represent our clients in litigation and in administrative hearings.

This is a full-time position, based primarily in our Santa Rosa office. We expect the range for this position to have a base salary between \$130K and \$150K annually, but the base may vary depending on experience. Additionally, we provide monthly billable hour bonuses, that can

increase your salary from between \$24K to \$60K annually, dependent on meeting billable hour requirements.

Qualifications and Required Skills:

- JD from a top-tier ABA approved school, preferably already licensed in California
- Five or more years of employment law / litigation experience, preferably at a mdi-size or large law firm, primarily practicing in California
- Ability to handle high-volume workload and effectively prioritize matters
- Ability to work in a collaborative work environment. While each practice group has its specialized disciplines, we work cross-functionally with attorneys from all areas of the firm.
- Excellent written and verbal communication skills
- Versatility, flexibility, attention to detail and a strong work ethic
- Demonstrated problem-solving ability
- Strong organizational skills
- Proficiency with Microsoft Office (Outlook, Word, Excel)

Physical Requirements: Sitting for extended periods of time, reading, writing, typing, speaking (in person and on the phone), working at a desk, talking on the phone, working on a computer, ability to lift 10 lbs.

What We Offer:

- Competitive base pay based on experience;
- Flexible working environment for work-life success;
- Full health insurance plan, including dental and vision;
- Wellness program including gym membership;
- Flexible Spending Accounts;
- 401(k) plan including employer match;
- Employee and Family Assistance Program;
- Educational Assistance Plan including student debt relief;
- Parental/Family Leave;
- Generous paid time off plus 10 paid holidays.

About the Law Firm:

DP&F is a full-service law firm with twenty-seven attorneys in two offices in Napa and Santa Rosa, California. DP&F was founded in 1964 and serves clients from all over the world in the alcohol beverage and hospitality industries, as well as other local businesses. DP&F offers its employees a close knit, family-oriented culture and a collegial work environment.

DP&F recognizes the systems of inequality and privilege which are endemic in the legal industry and our community, and our responsibility to challenge those systems. We are committed to fostering a more inclusive firm culture, increasing diversity among our firm leadership, attorneys, and staff, and supporting marginalized, underrepresented, and underserved communities.

To Apply:

Please [email](#) a copy of your resume to us with a cover letter letting us know why you are a good fit for the position and why you want to work at DP&F.