

Associate Attorney (3–5 Years Experience)

Vindex Law, PC | Jefferson City, MO

Who We Are

Vindex Law, PC is not a cog in the criminal justice assembly line. We are the "machine-breakers"—a regional powerhouse with the talent, and knowledge, required to go toe-to-toe with the government and win. Named after Samuel Adams's penname Vindex, which was inspired by Gaius Julius Vindex, a Roman symbol of resistance against government overreach, we do not represent government agencies; we protect the people.

We operate in an environment of "quiet confidence," high-level training, and a fierce fighting spirit. We don't just plea out cases; we change the law. We are looking for an experienced public defender who loves the courtroom but is ready to escape the high-volume burnout and expand their extensive criminal defense knowledge into high-margin, impactful civil rights litigation.

The Work We Do

Our practice areas include:

- **State and Federal Criminal Defense (Mid-Missouri):** As a core pillar of this practice, we hold an exclusive contract with the Missouri State Public Defender (MSPD) to provide premium criminal defense for a single designated county in Mid-Missouri, giving you a focused, high-consequence state docket. In addition, we provide retained criminal defense in Mid-Missouri and Federal criminal defense state wide.
- **Systemic Civil Rights Litigation:** We turn defense into offense. You will leverage your knowledge of police and government misconduct into Section 1983, Bivens claims, and Missouri Human Rights Act (MHRA) litigation.
- **Constitutional & Federal Appeals:** A robust appellate practice navigating trial errors and creating new legal precedents across Missouri and the Eighth Circuit, with a specific focus on incorporating the Grand Jury Clause.

Trial & Pre-Trial Experience Requirements (Public Defender Focus)

- **Lead Counsel Experience:** Must have served as lead or co-counsel in at least 2–3 completed felony trials (bench or jury) in Missouri state or federal courts.
- **Courtroom Advocacy:** Proven proficiency in conducting aggressive voir dire, delivering compelling opening and closing arguments, and executing sharp cross-examinations of state witnesses and law enforcement.
- **Evidentiary Mastery:** Deep understanding of Missouri Rules of Evidence, with the ability to handle complex objections, suppressions, and forensic or electronic evidence under pressure.
- **Pre-Trial Litigation:** Extensive experience drafting and arguing dispositive motions (Motions to Suppress, Motions to Dismiss) and managing intense discovery.

What You'll Do

- **Transition to Impact Litigation:** Manage a focused, high-margin docket of 10–20 active matters, balancing your Mid-Missouri MSPD contract felony cases with groundbreaking civil rights lawsuits.
- **Drive Trial Strategy:** Participate in a culture of constant "reps". We start preparing for trial on Day 1 by thoroughly reviewing the government's evidence to refine potential strategies.
- **Collaborate on Deep Strategy:** Work directly with the managing attorney who handles day-to-day operations, allowing you to focus on high-level legal strategy alongside a specialized support team of three staff members.
- **Leverage Elite Legal Tech:** Utilize our AI-driven tech stack (Lexis (switching to Westlaw in the future), Lawmatics, and Clio) to maintain concierge-level communication with clients while keeping your focus on aggressive litigation.

What We're Looking For

- **Experience:** 3–5 years of practicing law, with a heavy emphasis on a public defender background or dedicated criminal defense.
- **Licensure:** Member in good standing of the Missouri Bar.
- **Mindset:** Intelligent, compassionate, and possessing a fierce fighting spirit. We have zero tolerance for negativity.
- **The Desire to Remake Law:** You are tired of processing files and are ready to humanize underserved populations by establishing new legal precedents in Missouri.

Compensation & Benefits

- **Salary:** Competitive pay ranging from \$85,000 – \$110,000+ annually, commensurate with litigation experience.
- **Health & Wellness:** Comprehensive medical, dental, and vision insurance plans.
- **Retirement:** Access to retirement savings plans (401k or deferred compensation).
- **True Work-Life Autonomy:** The firm exists to serve life, not the other way around. We leverage strict operational systems and an autonomous, trained "fortress" intake team so your nights, weekends, and family travel are fiercely protected.

Writing Sample Requirements

We require a redacted trial-level brief (e.g., a Motion to Suppress or a Motion for Summary Judgment) or an Appellate Brief submitted in a Missouri court. The sample must highlight your ability to synthesize case law, apply it to complex facts, and construct a compelling narrative that challenges government overreach.

To Apply

Please send your resume, a list of completed trials (with case numbers and your specific role), and your writing sample to **adam@vindexlaw.com**.