

## Senior Associate Attorney — Criminal Defense

### Shnider Law Firm · San Jose, CA (On-site)

We're hiring a senior associate who wants to own their cases from start to finish — from prefile investigation through trial — at a firm that values quality over volume.

Shnider Law Firm is a client-centered criminal defense practice founded in 2011. We handle state and federal cases throughout the Bay Area, including misdemeanor and felony defense and restraining order cases. Our clients hire us because we treat their cases like they matter — because they do.

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### Why Join Shnider Law Firm

Founded in 2011 by trial attorney Aaron Shnider, Shnider Law Firm takes a focused, client-centered approach to criminal defense. Rather than operating as a high-volume practice, we concentrate on a limited number of felony charges, allowing our attorneys to develop deep expertise and give each case the attention it deserves.

Our attorneys collaborate closely, communicate directly with clients, and take ownership of cases from investigation through trial. If you're looking to sharpen your litigation skills and gain meaningful courtroom experience in a strategic, team-oriented environment, this is the place to do it.

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### What You'll Do

You'll carry your own caseload, primarily in **Santa Clara and Santa Cruz counties**, with periodic appearances in other counties.

Responsibilities include:

- Client intake and communication
- Court appearances
- Motions practice
- Plea negotiations
- Preliminary hearings
- Trial preparation and trial

You'll have **significant support from experienced staff** and direct access to the managing partner, but you'll be expected to run your cases with autonomy. Our firm operates differently than high-volume practices — attorneys are supported by strong administrative and case management staff so they can focus on strategy, advocacy, and litigation.

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### **What We're Looking For**

We're seeking an attorney with **5–10 years of post-bar criminal law experience**, ideally someone who has been regularly appearing in court — whether as a public defender, prosecutor, conflict counsel, or private defense attorney.

You should be comfortable managing your own calendar, communicating directly with clients and their families, and making strategic decisions on your cases.

### **Required**

- **Active California Bar license** in good standing
- **5+ years practicing criminal law**
- **Courtroom experience** (motions, preliminary hearings, evidentiary hearings — not just paper practice)
- Ability to **live in or travel throughout the South Bay Area**
- Strong written and verbal communication skills
- Detail-oriented, organized, and able to manage a full caseload independently
- **Trial Credentials:**
  - First Chair experience in at least three felony jury trials
  - Track record of obtaining verdicts at trial (minimum of two)
  - Ten or more trials handled throughout career

### **Strongly Preferred**

- Experience as a **public defender, prosecutor, or conflict counsel**
- **Spanish fluency** or other language skills
- Comfort with **technology and case management systems**

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## Compensation & Benefits

- **\$130,000–\$180,000 base salary (DOE)**
- Performance-based annual raise
- Health benefits
- 401(k)
- Paid time off
- Bar dues and malpractice coverage
- **\$2,500 annual CLE budget**
- Gas stipend
- Signing bonus for qualified candidates

Full compensation details will be discussed during the interview.

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## To Apply

Submit your **resume and a brief cover letter** explaining why you want to practice client-centered criminal defense to:

[hrsupport@shniderlaw.com](mailto:hrsupport@shniderlaw.com)

We're not looking for a form letter — tell us about your passion for criminal defense.

Please answer this short questionnaire as well.

**Shnider Law Firm – Senior Associate Attorney Assessment**

Thank you!