

## Associate Attorney — Criminal Defense

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

Shnider Law Firm is looking for an **Associate Attorney** who wants meaningful courtroom experience and the opportunity to take ownership of cases.

We are a client-centered criminal defense firm founded in 2011, representing clients throughout the Bay Area in misdemeanor and felony matters, as well as restraining order cases. Our clients come to us during some of the most difficult moments of their lives, and we take that responsibility seriously.

This role is ideal for an attorney who already has a foundation in criminal law and wants to continue building strong courtroom and litigation skills.

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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 cases so our attorneys can develop deep expertise and give each client the attention their case deserves.

Attorneys at the firm collaborate closely, communicate directly with clients, and are supported by experienced staff. Associates gain meaningful courtroom experience while developing strong litigation skills in a team-oriented environment.

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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

- **Active California Bar license** in good standing
- **At least 2 years of criminal law experience**
- **Courtroom experience** (hearings, motions, or similar proceedings)
- Strong communication and organizational skills
- Ability to **live in or travel throughout the South Bay Area**
- Familiarity with **legal research tools and case management systems**

### Preferred

- Experience as a **public defender, prosecutor, or criminal conflict counsel attorney**
  - **Spanish fluency** or in any other language
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### Compensation & Benefits

- **\$100,000–\$135,000 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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### **How to Apply**

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

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

We're not looking for a form letter — tell us what motivates you to do this work.

Please answer this short questionnaire as well.

[\*\*Shnider Law Firm - Associate Attorney Assessment\*\*](#)

Thank you!