

Wickes Law

PLLC

geoff@wickes-law.com

748 Market Street # 64
Tacoma, WA 98402

253-400-6962

Job Announcement: Associate Attorney (Criminal)

[Wickes Law PLLC](#) ("Wickes Law"/the "firm") seeks an associate attorney to support the firm's growing workload. The applicant ultimately successful in filing this vacancy ("the applicant") will begin work in January 2026.

I. Employer Information

Geoffrey C. Wickes founded Wickes Law in February 2024 as a sole practice. Most of the firm's work consists of providing public defense services to city, county, tribal, and federal governments, but the firm also represents private clients in criminal and civil cases.

II. Job Description

The applicant's job title will be "Associate Attorney." Job responsibilities will break down roughly as follows:

- Approximately 50% misdemeanor therapeutic court (e.g., Veterans' Treatment Court and Mental Health Court) public defense;
- Approximately 15% misdemeanor first appearance docket coverage; and
- The remaining ~35% will likely be ordinary misdemeanor line defense and other duties as assigned.

The applicant can expect to spend a significant amount of time in court: at least three dockets per week. Some appearances will likely take place over a teleconferencing application. The applicant will be responsible for managing his or her own caseload and conducting full-scope litigation when necessary. While this role will primarily support public defense, duties may expand over time.

III. Benefits

- \$85,000-\$100,000 salary;
- Group health insurance;
- Generous leave package;
- Laptop, smartphone, and Westlaw subscription (these will remain the property of the firm and will be loaned to the applicant for firm-related business);
- Professional liability insurance;
- 401k program;

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- Budget for employee bar dues and professional development;
- Fully remote work (except for in-person court appearances, in which case mileage will be reimbursed); and
- A high degree of professional independence, with enough mentoring to keep the applicant from becoming overwhelmed by new responsibilities.

IV. Requirements

- Uncompromising personal integrity and steadfast commitment to legal ethics;
- License to practice law in the State of Washington;
- Outstanding interpersonal, public speaking, and conflict resolution skills;
- Superlative legal research and writing skills (without the aid of generative AI);
- Punctuality, responsiveness, and ability to manage competing deadlines;
- Reliable transportation to and from court;
- Self-directed and able to work both independently and as part of a team;
- Customer service experience: Any experience working directly with members of the public is acceptable. This experience may be paid or volunteer;
- Ability to explain complicated legal topics at a variety of levels of complexity;
- An ability to set appropriate boundaries with clients and critically assess information;
- Creative problem-solving; and
- Basic technological fluency: The applicant must be comfortable using a Windows computer and software commonly used in a legal office environment. Basic cybersecurity awareness.

V. Preferred Attributes

- 1-3 years' experience in the practice of law (any practice area);
- Fluency in one or more languages besides English;
- Oral argument and trial experience (either actual or obtained through mock trial or moot court participation);
- Experience working in the criminal justice system;
- Experience working with homeless, mentally ill, or chemically dependent populations; and
- A working (nontechnical) understanding of digital forensics or psychopharmacology.

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VI. How to Apply

Please email a resume and legal writing sample (preferably 5-20 pages in length) to geoff@wickes-law.com. Cover letters are welcome, but not necessary. Interviews will be conducted in person, after which time references may be requested.

If you have any questions, please email geoff@wickes-law.com or call him at 253-400-6962.