



Criminal Defense Attorney (Mid-Level Litigation)

Criminal Defense Law Firm
Kalamazoo, MI | Full-Time

Pay: \$80,000-\$105,000 base salary (DOE)

Core Hours: Monday - Friday, 8:00 AM - 5:00 PM

Criminal Defense Attorney – Litigation Focus | Kalamazoo, Michigan

We are a **fast-paced, growing criminal defense law firm in Kalamazoo, Michigan** seeking a **mid-level Criminal Defense Attorney** with a strong **criminal litigation background**. This position is for an attorney who is comfortable in court, confident with clients, and ready to handle real responsibility in an active criminal practice.

This is not an entry-level role and not a back-office position. We are looking for attorneys who can **step into court, manage cases, and litigate**.

Position Overview

The ideal candidate will have **2–5 years of criminal law or litigation experience** and be capable of handling cases from arraignment through trial. You will work closely with other attorneys and staff in a collaborative but demanding environment where performance matters.

Key Responsibilities

- Represent clients in **criminal matters** including misdemeanors and felonies
 - Handle **court appearances**, hearings, motions, pretrial conferences, and trials
 - Conduct **criminal litigation** from case intake through resolution
 - **Review** discovery, **investigate** claims, **assess** need for experts
 - **Research, draft, and argue** motions, briefs, and legal memoranda
 - **Communicate** directly with clients, prosecutors, judges, and court staff
 - **Develop** defense strategies and **negotiate** case resolutions
 - **Manage** an active caseload efficiently and ethically
 - **Collaborate** with legal assistants and support staff to ensure deadlines are met
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Required Qualifications

- Juris Doctor (JD) from an accredited law school
 - **Licensed and in good standing with the State Bar of Michigan**
 - **2–5 years of litigation experience, criminal litigation strongly preferred**
 - Substantial courtroom experience (bench trials, evidentiary hearings, motion practice)
 - Strong legal writing and oral advocacy skills
 - Ability to manage multiple cases and deadlines in a fast-paced environment
 - Professional demeanor with clients facing serious charges
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Who Thrives in This Role

- Attorneys who like being in court
 - Litigators who take ownership of their cases
 - Professionals who work efficiently without micromanagement
 - Lawyers who understand urgency, preparation, and accountability
 - Attorneys looking for long-term growth in a criminal defense practice
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Compensation & Benefits

- **Competitive salary** based on experience
 - **Performance-based bonus & growth** opportunities
 - **Extensive benefits package-** including Health, Dental, Vision, 401(k), & more
 - **PTO, work-at-home, and flex-time** available
 - **Paid training** opportunities
 - **Paid parking**
 - Supportive staff and infrastructure to allow attorneys to focus on litigation
 - Opportunity to grow with a **small but expanding criminal defense firm**
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How to Apply

Submit a brief cover letter outlining your **litigation experience, interest in criminal defense, and salary expectations along with resume, law school transcript(s), and references to Support@SchlackLaw.com.**

Generic or incomplete applications **will not be reviewed.**