

Criminal Defense Attorney

Vindicate Criminal Law Group

Location: Washington -remote
Position Type: Full-Time
Experience Level: 3+ years
Salary Range: \$90,000 - \$125,000 DOE

About the Role

Vindicate Criminal Law Group is seeking an experienced and motivated Criminal Defense Attorney with a minimum of three (3) years of substantive criminal law experience to join our growing team. This position offers the flexibility of primarily remote work while providing full administrative, technical, and professional support from our Washington-based offices.

As a member of our defense team, you will represent clients in misdemeanor and felony matters, provide legal counsel, conduct case analysis, prepare and argue motions, and manage all aspects of client communication and case development.

Key Responsibilities

- Independently manage a full criminal defense caseload from intake through resolution.
- Conduct client consultations and provide informed, compassionate legal guidance.
- Draft and argue motions, briefs, and other pleadings in state and local courts.
- Appear in court as required for hearings, trials, and negotiations.
- Engage in case strategy development, legal research, and evidence review.
- Communicate effectively with clients, opposing counsel, and court staff.
- Collaborate with firm leadership and support staff to ensure efficient case management.
- Maintain professionalism and compliance with the Washington State Rules of Professional Conduct.
- Document six (6) billable hours each business day (or average of 120 hours per month or 1440 hours per year).

Qualifications

- Juris Doctor (JD) from an accredited law school.
- Active and in good standing with the Washington State Bar Association (WSBA).
- Minimum of three (3) years of criminal defense experience.
- Demonstrated ability to manage cases independently and effectively.
- Strong written, verbal, and analytical skills.
- Commitment to client advocacy, integrity, and professional excellence.

Compensation and Benefits

Base Salary:

- \$90,000 – \$125,000, depending on experience and qualifications.
- Performance bonus based on individual and firm performance.

Benefits:

- Comprehensive medical, dental and vision coverage, with 100% premium coverage for employees.
- Generous paid time off (PTO)
- SIMPLE IRA with 3% employer match
- Firm-paid bar dues and CLE costs
- Supportive, collaborative team environment

Work Environment

This is a primarily remote position with in-person appearances or meetings as needed. The firm provides all necessary technology, administrative, and case management support to ensure seamless remote practice.

Equal Employment Opportunity

We are an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, or veteran status.

How to Apply

If you're ready to grow your career in a supportive and forward-thinking firm, we'd love to hear from you. Submit your résumé and cover letter to k.gardiner@vindicatelaw.com.