

Attorneys

January 29, 2020

[Legal Recruiters Submit Here](#)

Proven academic success and sound, relevant work experience are the main criteria for lateral attorney hires.

From the West Coast to the Gulf Coast to the East Coast, McGlinchey is comprised of diverse, talented individuals who shape our firm and our services. Since our inception, we have welcomed lateral hires at all levels of experience and existing practice groups and firms into our roster. This openness to new ideas continues to shape the firm's culture and business. We encourage innovation and creative thinking. Our value system allows lawyers to take calculated risks and establish their own paths within our platform.

We are eager to consider individuals or groups of attorneys working in our existing practice areas and in new markets. Salaries for attorneys are highly competitive with other law firms located in the cities where we have offices.



We share an entrepreneurial, open culture and commitment to clients and their goals.



We challenge the status quo with cutting-edge thinking, resourcefulness, and innovative ideas.



We are highly integrated through dynamic practice teams across our offices. Our clients appreciate our collaborative approach.



We seek talent with varied backgrounds within the legal profession.



We foster collegiality and collaboration among all employees.



We are committed to diversity, inclusiveness, and mentoring.

Whether in Alabama, California, Florida, Louisiana, Massachusetts, Mississippi, New York, Ohio, Rhode Island, Tennessee, Texas, Washington, or Washington, DC, our attorneys and business professionals leverage the firm's technology, video conferencing, and information-sharing resources to connect with their colleagues.

Collaborating across offices, sharing ideas, and supporting one another's business development initiatives, we remain true to the firm's vision as we continue on our growth trajectory.

From Big Law veterans and in-house counsel to solo practitioners and everyone in between, attorneys across the country are choosing to join the McGlinchey family. [Find out why.](#)



“Having worked with McGlinchey attorneys for nearly a decade, I know they are skilled, savvy advocates for their clients. The culture of collaborative teamwork and the high caliber of their work product made McGlinchey an obvious choice for me.”

[Ben Gross](#) > Member, Irvine

[Associate Advancement, Guidance, and Training](#)

Our commitment to associates is extensive. We provide all associates with the necessary tools to assist with their professional growth and success as lawyers. The firm's Associate Committee is comprised of a dedicated group of firm members. They evaluate and direct the evolution and quality of work and life of our associates.

Using an associate competency model, our firm outlines core abilities at each level of experience. It is a progressive model, with each level building upon the next. Associates have an accurate and uniform guide for successful and sequential development within our firm.

One-on-one regular guidance and constructive feedback are integral to professional growth. A member supervisor provides ongoing informal evaluations to associates. These supervisors also assign and oversee each associate's work. Additional feedback is offered annually from all of the members with whom each associate works during the course of the year.

During "lunch and learn" trainings, associates gain insight and guidance from members of the firm and other experts in the legal field. We conduct firmwide business development training luncheons via teleconference and webinar. Topics may include marketing, building client relationships, and other skills important to the growth and progression of our associates.



“McGlinchey has a solid national footprint and a great reputation. I am excited to join a firm that has built a small-firm culture where everyone matters and operates with minimal red tape. Joining McGlinchey gives me the opportunity to expand my practice while working with colleagues I respect and really like.”

[Adina Pollan](#) > Member, Jacksonville

Our Commitment to the McGlinchey Family

We're working hard on multiple initiatives to create an inclusive work environment where each of us feels welcomed, supported, celebrated, and valued. Some of these efforts include:

- **Remote work flexibility**, giving the firm the ability to expand opportunities outside our typical geographic footprint, resulting in greater autonomy for our people
- **Regular, ongoing, transparent communication from leadership** regarding everything from the state of the firm to operational updates encouraging connection despite distance and separation via the bi-monthly Sidebar newsletter, standing virtual "town hall" meetings, and other avenues of communication
- The option for employees to list **personal pronouns** in email signatures and on website bios and business cards
- **Wellness Works program** dedicated to supporting employees' mental, physical, and emotional health
- **Ministry of Fun programming**, coordinating cross-firm activities including games, special events, competitions and challenges (such as a monthly firmwide book club discussion and the "Snacket" March Madness bracket to choose the firm's "official snack" for the year)



“I’m thrilled to take my practice to the next level and provide my clients with innovative, advanced legal services at McGlinchey. McGlinchey is a litigation powerhouse. The attorneys are extremely accomplished and handle very sophisticated work, and I am honored to join the team.”

[Allyson Byrd](#) > Member, New Orleans

Employee Benefits

In today's world, compensation is only part of the package. When considering employment options, employee benefits are equally important to rounding out the picture. We're proud of ours:

- A comprehensive medical plan at affordable rates
- Pregnancy and parental leave
- Infertility benefits
- Gender reassignment benefits
- Coverage for domestic partners
- Life insurance at a significant level provided by the firm
- Dental, vision, and long-term disability insurance at attractive group rates
- Pet insurance
- 401(k) Retirement/Savings plan with profit-sharing contributions
- Student loan repayment assistance
- Employee Assistance Program
- Paid holidays



“McGlinchey was the first firm with all the right ingredients that I thought would be successful in cannabis. Cannabis needs authenticity, people who actually care about you and not the billable hours. It needs diversity and forward-thinking, not old-school business practices. I felt that McGlinchey would give me a platform to jump off that would allow me to do more work.”

[Heidi Urness](#) > Member, Seattle

Highlighted Events

If special events provide a glimpse into a firm's culture, looking through our window reveals people who achieve a rewarding balance between quality of work and quality of life. We're an active and social firm — annual picnics and crawfish boils, Zoom trivia games, holiday gatherings, birthday celebrations, and a multitude of civic activities in which we participate. To us, the social and civic sides of our work reflect a healthy organization, one filled with people who work well together and enjoy each other's company too.

our services

Whether a matter involves a specific issue or crosses various service lines, we assemble effective and efficient teams to collaborate on the task at hand, driven by client goals and always minding the bottom line.

[learn more](#)

our industries

We practice across a wide range of industries—locally, regionally, and nationally. Our knowledge of our clients' industries makes the difference between reciting the law and truly understanding their legal services needs.

[learn more](#)

our offices

Our integrated practice teams collaborate daily across our 17 offices, supported by our dynamic service platform. We open offices where we perceive a client-driven need or an opportunity for strategic growth.

[learn more](#)



our leadership.

We have undergone significant succession planning over recent years in order to develop multi-generational, diverse, and dynamic leadership firm-wide. Our leadership is indispensable when considering the success of our firm, its future, and how we deliver quality service to our clients.

[learn more](#)



our commitment to diversity.

Our goal is to create a law firm culture that reflects the increasing diversity of the clients and communities we serve. We are proud of our deep roots in some of America's most diverse cities, and we honor the broad range of backgrounds and perspectives that form the fabric of our firm.

[learn more](#)



our future.

#McGlincheyForward is an initiative focused on effecting positive change by continuing the firm's growth strategy, strengthening the firm's inclusive culture, empowering the firm's employees, and surpassing clients' expectations with exceptional service.

[learn more](#)