

Associate Attorney – Family Law and Criminal Defense (Litigation Focus)

Locations: Sandpoint, ID or Coeur d'Alene, ID **Job Type:** Full-time **Experience:** 2-5 years in litigation

About Us: We are a northern Idaho family law and criminal defense firm committed to litigation excellence, client-centered representation, and making a difference with purpose. Our practice blends vigorous courtroom advocacy with compassionate client service. We foster a collaborative litigation team environment where experienced attorneys mentor emerging talent, and together we deliver exceptional outcomes for clients. We hire for character and capability, and we invest in ongoing growth, ethics, and integrity.

Position Summary:

- The Associate Attorney will handle a robust litigation docket across family law and criminal defense matters.
- Responsibilities include trial preparation, motion practice, hearings, negotiations, mediations and courtroom appearances.
- You will collaborate with senior attorneys and support staff to develop case strategy and deliver excellent client service.
- This role is based in either Sandpoint or Coeur d'Alene, Idaho with standard in-office expectations; travel between offices may be required.

Core Values in Practice:

- **Litigation Excellence:** relentless preparation, strong advocacy, and courtroom effectiveness.
- **Client-Centered Representation:** clear communication, empathy, and outcomes that prioritize clients' needs.
- **Performance with Purpose:** strive for superior results while upholding meaningful professional and community impact.
- **Accountability Over Comfort:** take ownership, meet deadlines, and own outcomes with integrity.
- **Ethics and Integrity:** uphold the highest professional standards in all matters.

- Continuous Growth: ongoing learning, skill development, and mentoring within a collaborative team.

Key Qualifications:

- 2-5 years of practical litigation experience, including trial work and court appearances.
- Demonstrated success in case preparation, advocacy, and client communication.
- JD from ABA-accredited law school; active Idaho Bar license or pending admission.
- Strong research, writing, oral advocacy, and negotiation skills.
- Ability to work effectively in a collaborative, team-oriented environment.
- Commitment to professional development and ongoing legal education.

What We Offer:

- Competitive salary: \$100,000 – \$175,000, commensurate with experience.
- Generous bonus program tied to performance and milestones.
- 401(k) with company matching.
- Comprehensive health insurance.
- Paid time off and holidays.
- Supportive, mentorship-driven culture with a focus on courtroom excellence and continuous growth.

Responsibilities:

- Manage a diverse caseload in family law and criminal defense with an emphasis on litigation.
- Develop case theory, draft pleadings, motions, and briefs; prepare for and conduct hearings and trials.
- Conduct discovery, depositions, and evidentiary investigations; negotiate settlements when appropriate.
- Mentor junior associates and collaborate with paralegals and support staff to maintain efficient case workflows.

- Maintain accurate matter management, deadlines, and client communications.
- Uphold ethical standards and ensure compliance with all applicable laws and rules of professional conduct.

Ideal Candidate Traits:

- Passion for courtroom advocacy coupled with strong client-relations skills.
- Team player who thrives in a collaborative litigation environment.
- Proactive, organized, and capable of juggling multiple matters simultaneously.
- Detail-oriented with excellent analytical and writing abilities.
- High level of integrity, professionalism, and a client-centered approach.
- Demonstrated commitment to growth, ethics, and the values above.

Application Process - Please submit:

- Cover letter outlining your interest, relevant experience, and why you're a good fit for our firm.
- Current resume.
- One writing sample (client-facing work preferred; redacted as needed).
- Three professional references (name, title, organization, contact information).

How to Apply: Please submit your resume, cover letter, and any relevant certifications to our office located at 2317 N Merritt Creek Loop CDA ID, 83814 or via email to reception@kjboltonlaw.com.

Equal Opportunity Employer. We are an equal opportunity employer and value diversity. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, or protected veteran status.