

Senior Associate/Senior Counsel (Litigation)

Company Overview:

Renne Public Law Group (RPLG) is a mission-driven law firm located in the San Francisco Bay Area, dedicated to advocating for and defending public agencies, local governments, and nonprofit organizations throughout California.

Named a "Top Boutique" in 2019 and 2024 by the Daily Journal, RPLG specializes in public law with a focus on serving the public interest. Our team is comprised of highly respected attorneys who are leaders in their fields, providing legal expertise and strategic counsel to help clients navigate complex legal challenges.

At RPLG, we foster a diverse, equitable, and inclusive workplace that values the unique perspectives and contributions of all team members.

For more information, please visit our website at www.rennepubliclawgroup.com.

Position Overview:

We are seeking a senior litigator to join our litigation team. This role offers an opportunity to work on impactful and complex litigation matters in a collaborative, mission-driven environment. Ideal candidates will have practiced litigation defense for 6 years or more and have significant experience in developing case strategy, leading and managing litigation in the state and federal courts, and working on cases through all phases, including discovery, motion practice, and trial.

This attorney will play a key role in high-profile cases involving labor and employment, public sector law, and government-related litigation. We are looking for a seasoned litigator with the skills and expertise to both lead and manage complex litigation and represent clients in trial and appellate courts, as well as before administrative agencies.

Key Responsibilities:

- Both practice and oversee all aspects of litigation, including managing case strategy, discovery, motion practice, and trial preparation.
- Lead trial efforts, including examining witnesses, making arguments, and presenting cases to judges and juries.

- Manage complex litigation cases, including issues involving constitutional and statutory law, and class actions, at the state and federal levels.
- Represent clients in court and administrative hearings, including the Public Employment Relations Board.
- Provide direct client counsel, handling investigations, strategic planning, and ongoing client relationships.
- Work on high-stakes labor and employment law cases, as well as matters involving public sector law.
- Mentor and collaborate with associates and legal staff.

Qualifications & Skills:

- Proven experience managing and trying complex litigation cases in state and federal court.
- Proven ability to develop, coordinate, and run discovery in complex state and federal actions.
- Expertise in labor and employment law, public sector law, or government-related litigation is highly desirable.
- Exceptional written and oral advocacy skills, with a track record of success in trial and appellate work.
- Strong strategic thinking, case management, and client relationship skills.
- Demonstrated commitment to serving the public sector or working in public interest legal practice.
- Ability to collaborate effectively with colleagues and mentor junior team members.

Compensation & Benefits:

- **Salary Range:** \$180,000 - \$240,000 per year (commensurate with experience).
- **Benefits:**
 - Health, dental, and vision insurance options.
 - Paid vacation, holidays, and sick leave (compliant with California law).
 - 401(k) and Profit Sharing
 - FSA and Commuter Benefits Programs
 - Hybrid Work Schedule

Work Environment & Schedule:

This is a full-time, **hybrid** schedule (at least 3 days in office) position at Renne Public Law Group, a law firm based in San Francisco, CA.

Standard work hours are Monday through Friday, from 9:00 AM to 5:00 PM.

Equal Opportunity Employer:

RPLG is an Equal Opportunity Employer committed to fostering an inclusive and diverse work environment. We encourage candidates of all backgrounds to apply. We do not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status, or any other protected characteristic as outlined by federal, state, or local laws.

California Job Posting Requirements:

- **Wage Transparency:** In compliance with California's wage transparency laws, the pay range for this position is listed above. This range is provided as a general guideline and is based on relevant factors such as experience, skills, and education.
- **Workplace Safety:** Our firm adheres to California workplace safety guidelines, including COVID-19 protocols as recommended by public health authorities.
- **At-Will Employment:** This position is an at-will employment position, meaning that either the employee or the employer can terminate the employment relationship at any time, for any reason, with or without notice.