

VALERIAN LAW, PC

2222 Harold Way
Berkeley, CA 94704

888-686-1918 (tel)
510-982-4513 (fax)

SF Bay Area Public Interest Law Firm Seeks 3rd-to-5th Year Associate

Firm Background: Valerian Law, P.C. is a minority woman-owned law firm with an exciting docket focused on achieving social justice through employment law. From our home base in the East Bay near UC Berkeley, we help people in need and litigate individual and class action cases in state and federal courts. We primarily represent workers and whistleblowers who are suffering wage theft, unequal pay, unsafe workplaces, retaliation, discrimination and wrongful termination.

Job Description: Represent clients and assist with cases in a hands-on, substantive manner with increasing case management responsibility and/or case complexity depending on experience. Drive cases from intake through case closing. Lead discovery and investigation. Assist with trial preparation, and mediations with superior legal research and writing. Manage and support clients and diverse case teams. California-barred associates will have opportunity to run their own cases, get deep experience with both individual and class action representations, appear in court, take depositions, and author briefs on cutting-edge issues.

Work Location: Hybrid; in-office in Berkeley and remote.

Qualifications: JD and minimum 3 years of relevant post-JD experience and California bar license. Judicial clerkship experience highly desirable. We seek candidates with:

- Strong academic background and a proven ability to translate legal theory into effective, results-driven advocacy.
- Demonstrated and sustained commitment to social justice and public-interest-oriented advocacy, evidenced through prior practice, pro bono work, or community involvement.
- Three to five years of substantive litigation experience, with preference for applicants with a strong background in employment law and/or complex civil litigation.
- Meaningful, hands-on experience managing litigation matters, including drafting complaints and dispositive motions, managing discovery, taking or defending depositions, and participating in mediations, arbitrations, or hearings.
- Exceptional legal writing, editing, and proofreading skills, with the ability to produce polished, persuasive work product under deadline.
- Advanced research and analytical abilities, coupled with sound judgment and meticulous attention to detail.
- Experience with investigating and development cases with careful attention to factual development and evidentiary detail.
- Ability to work collaboratively in a fast-paced, contingency-based plaintiff practice, including supervising and coordinating with legal assistants and paralegals.
- Demonstrated ability and desire to work directly with clients and witnesses from diverse backgrounds, with professionalism, empathy, and cultural competence.

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- Strong oral communication and interpersonal skills, including the ability to interact confidently with clients, opposing counsel, and the court.

Preferred skills: Microsoft Office Suite (including Excel), Sharepoint, PDF softwares, Westlaw, and case management software such as Clio; proficiency in Mandarin Chinese or Spanish.

Preferred experience: Internship in legal services or professional services firm/ or organization.

Valerian Law is strongly committed to EEO principles and values a diverse workplace.

Compensation: The base salary range is \$130,000 to \$148,000 for 3rd to 5th year attorneys. Pay is dependent on years of attorney experience. An additional \$4,000 per year is offered for legal team members with working fluency in Chinese or Spanish. We provide generous 401(k) benefits, accrued paid vacation time, health insurance, and 10-11 paid holidays a year.

Application Procedure: Applications should include a cover letter, a resume and one writing sample. Law school transcript and a second writing sample are preferred but not immediately required. Applications should be emailed to recruit@valerian.law. All documents should be sent in .doc or .pdf format. Please include in the subject line of the email “2026 Associate Application” when contacting our office.

