

Lynch Dallas Legal

Job Title: Employment & Litigation Attorney

Classification: Exempt

Reports To: Supervisory Attorney

Position Summary

Lynch Dallas is seeking an experienced attorney to join our Litigation Practice Group with a focus on employment and labor law. This role combines litigation advocacy with proactive client counseling, helping businesses, governmental entities, and individuals navigate complex legal challenges while managing risk and achieving practical business outcomes.

The ideal candidate is a strategic thinker, skilled advocate, and trusted advisor who enjoys building client relationships, collaborating with colleagues, and developing practical solutions to legal problems. This attorney will represent clients in litigation, administrative proceedings, investigations, negotiations, and employment-related matters while contributing to the continued growth of the firm's practice.

Key Responsibilities

Litigation & Dispute Resolution

- Manage all phases of civil litigation from initial case assessment through trial, appeal, or resolution.
- Conduct legal research, prepare pleadings, motions, briefs, discovery, and other litigation documents.
- Take and defend depositions, participate in hearings, mediations, arbitrations, and trials.
- Develop litigation strategies aligned with client goals, risk tolerance, and business objectives.
- Negotiate settlements and alternative dispute resolutions when appropriate.

Employment & Labor Law

- Advise employers on compliance with federal, state, and local employment laws.
 - Counsel clients on employee relations matters, discipline, performance management, workplace investigations, leave issues, accommodations, wage and hour compliance, and termination decisions.
 - Draft and review employee handbooks, policies, employment agreements, confidentiality agreements, severance agreements, and related employment documents.
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- Represent clients before administrative agencies such as the EEOC, Iowa Civil Rights Commission, Department of Labor, and similar agencies.
- Defend and prosecute employment-related claims, including discrimination, harassment, retaliation, wrongful termination, wage disputes, and restrictive covenant matters.
- Advise public and private sector employers on all aspects of labor relations, including negotiating, interpreting, and administering collective bargaining agreements. Represent management in grievance proceedings and interest arbitration.

Client Service & Practice Development

- Build and maintain strong client relationships through responsive, practical, and business-focused legal counsel.
- Partner with clients to identify legal risks and develop proactive solutions.
- Participate in business development, client networking, community involvement, and marketing initiatives.
- Contribute to the growth and visibility of the firm's litigation and employment law practices.

Firm Collaboration

- Work closely with attorneys, paralegals, and support staff across practice areas.
- Mentor junior attorneys and legal support professionals as appropriate.
- Support the firm's collaborative culture and commitment to exceptional client service.

Qualifications

Required

- Juris Doctor (J.D.) from an accredited law school.
- Active admission to the Iowa Bar or ability to obtain admission promptly.
- Minimum of 5 years of employment law, labor law and/or related litigation experience.
- Strong legal writing, research, negotiation, and courtroom advocacy skills.
- Ability to independently manage a caseload and client relationships.

Preferred

- Experience in employment and labor law.
- Experience representing businesses, public entities, or employers.
- Trial, arbitration, and administrative hearing experience.
- Established professional network and business development experience.

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Professional Competencies

Successful candidates will demonstrate:

- Sound legal judgment and ethical decision-making.
- Excellent written and verbal communication skills.
- Strategic thinking and problem-solving abilities.
- Strong organizational and project management skills.
- Client-centered service and responsiveness.
- Business and financial awareness.
- Attention to detail and quality of work.
- Initiative, adaptability, and accountability.
- Collaboration and leadership skills.
- Proficiency with legal technology and case management systems.

Why Lynch Dallas

Lynch Dallas offers a collaborative, team-oriented environment where attorneys are encouraged to develop their practices, deepen client relationships, and build rewarding careers. We are committed to professional growth, exceptional client service, and fostering a culture of respect, accountability, and innovation.

We are committed to investing in talented attorneys who are eager to build a long-term career with our firm. For the right candidate, this position offers a clear and accelerated path to shareholder status based on performance, client service, leadership, and business development. Attorneys will have meaningful opportunities to work directly with clients, lead complex labor and employment matters, contribute to firm strategy, and develop the skills necessary to become an owner of the firm.

Disclaimer

The above job description is designed to indicate the general nature and level of work performed by employees in this position. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to this position. Employees may be required to perform duties outside of their normal responsibilities from time to time, as needed. Employment at Lynch Dallas Legal is at will and may be terminated by either party at any time for any lawful reason with or without cause or notice.

Lynch Dallas Legal is an Equal Opportunity Employer