

## We're Not Looking for "Just" an Attorney

### Are You Our Next Team Member?

Are you a smart attorney looking to get more hands-on experience—both with clients and in the courtroom? Do you want to work with a team that is interested in investing in your long-term professional growth? We want you to elevate your practice and be the next Parks Zeigler partner.

Our goal is to help you hone your skills and develop what's important to you. We're hiring an attorney to work out of our Virginia Beach office. You would work primarily alongside one of our managing members, Brandon Zeigler, in all aspects of his cases, managing a very busy trial calendar for high-asset family law cases and complex civil/business/estate litigation. You would have the ability and support of the firm to establish/develop your practice with your own clients.

### What We're Looking For:

At Parks Zeigler we hire talented people based on their accomplishments, intellectual curiosity, and a strong alignment with our core values. We're looking for someone who loves to win but hates to lose more. The more civil litigation experience the better with preference to those with a family law background and familiarity with Tidewater courts. If you are not comfortable with the ebbs and flows of a litigation-centric practice, then this is not the job for you.

Everyone on our team shares a commitment to our Core Values, which we hire and evaluate from - does this describe you:

- **Quality is Job #1:** I always strive for the best result through superior effort. I embrace the "measure twice, cut once" principle.
- **I Own it:** I do whatever it takes to get the job done. I reject a "that's not my job" mentality. I pitch in, help out, and solve problems.
- **Mistakes to Mastery:** I know mistakes happen. When they do, I acknowledge and learn from them.
- **Positive and Professional:** I cannot always control what happens. I can and will control how I respond. I always strive to have a positive mindset.
- **1% Rule:** I am always looking for ways for the firm to improve.

- **Excellent Client Experience:** At the conclusion of the engagement, the client will return to us for future legal assistance and confidently refer their friends and family.

### **What It Looks Like:**

You can expect to:

- Sit second chair on high asset/complicated family/civil litigation cases
- Establish/Develop own clients.
- Manage client communications, interact with key witnesses, opposing counsel, and court personnel.
- Take and defend depositions.
- Draft pleadings, motions, discovery, briefs, and other legal work.
- Prepare for and handle motions, oral arguments, and evidentiary hearings.
- Develop trial strategy.
- Work closely with the paralegals assigned to the case.
- Learn legal marketing.
- Develop and expand your referral network.
- Become a valuable member of the Tidewater community.

### **More About Us & Details You'll Want to Know**

Parks Zeigler was named to Inc. Magazine's 5000 fastest-growing private companies in America and Law Firm 500 named us one of the nation's fastest-growing law firms. We've gotten here by questioning the status quo and thinking differently. We were founded as a paperless law office back in 2012 and remain on the technology cutting edge to distinguish ourselves from other law firms. We take a smart, practical approach to our cases where we look for the best solution, not just the obvious one. We believe in providing superior services to achieve our client's goals. What "winning" looks like is different for each client and we take the time to understand what our clients want and need.

This is a full-time position. We offer an excellent benefits package, including medical/dental/ vision, 401(k), all standard insurance products, mandated paid time away from the office (you must take at least 3 weeks' vacation, or you are not eligible for a bonus or raise), and flexibility as to including remote work (after proving your ability to work as part of the bigger team). Starting compensation will be based on your experience, qualifications, and anticipated production.

To apply, first investigate our firm at our website to learn more about us ([www.pzlaw.com](http://www.pzlaw.com)). If this sounds like the right opportunity for you, email our Chief Operating Officer, Jennifer Koeppen, at [jkoeppen@pzlaw.com](mailto:jkoeppen@pzlaw.com). The subject line must read: "I'm the right lawyer for your firm" and the email must be 12 pt. sized font. In your email, tell us why you are the attorney for the open position - let your personality shine through. Also include a description of a personal memorable courtroom experience. Lastly, attach a current resume in Adobe Acrobat format along with a writing sample.

**All inquiries will be confidential.** No phone calls - E-mail only.