



THE VALLEY LAW GROUP

CRIMINAL DEFENSE, FAMILY, PERSONAL INJURY ATTORNEYS

Associate Criminal Defense Attorney (Minimum 2+ Years Criminal Defense/Prosecution Experience)

Location: Phoenix or Gilbert, AZ – Hybrid Schedule Available (in-court appearances required)

Compensation: \$110,000 - \$160,000 (DOE) plus quarterly performance bonuses

Benefits: Medical, dental & vision insurance • 401(k) with matching • CLE reimbursement & Bar dues • Hybrid work flexibility • Career growth opportunities

Qualifications

- 2+ years of Arizona criminal defense or prosecution experience, including courtroom appearances (misdemeanors and felonies).
 - Juris Doctor (JD) from an accredited law school; Arizona Bar admission in good standing.
 - Strong motion practice, legal research, and brief writing.
 - Confident oral advocacy at arraignments, evidentiary hearings, and sentencings.
 - Proven negotiation skills with prosecutors; client-focused counseling and communication.
 - Ability to manage a dynamic docket, meet deadlines, and collaborate with investigators and experts.
 - Jury trial experience.
 - Preferred: Spanish bilingual; federal criminal case experience, familiarity with digital discovery and case-management tools.
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About Us

The Valley Law Group's criminal defense team is growing to meet demand. We're a courtroom-forward practice that blends rigorous motion work with strategic negotiation, meticulous investigation, and trial readiness. Our culture is collaborative and mentorship-oriented: associates

get meaningful stand-up opportunities while working closely with seasoned litigators and dedicated support staff.

Why Join Us?

- **High-impact advocacy:** Handle cases that have a direct and lasting impact on people's lives.
 - **Growth Opportunities:** With our rapid expansion, you'll have the chance to take on leadership responsibilities and play a key role in shaping the future of our criminal practice.
 - **Balanced flexibility:** Hybrid option for out-of-court work while recognizing in-person court is essential.
 - **Competitive total rewards:** Strong base, performance bonus opportunities, full benefits, and paid CLE/Bar dues.
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What You'll Do

- Own and advance a caseload of criminal matters from intake through resolution.
 - Draft and argue substantive motions; conduct Rule-based discovery.
 - Appear at initial appearances, case management conferences, evidentiary hearings, and sentencings; first-chair trials as experience allows.
 - Investigate and build mitigation with investigators, experts, and treatment providers; prepare clients for court.
 - Negotiate pleas and litigate contested issues; preserve the record and protect clients' constitutional rights.
 - Collaborate with senior attorneys and support staff to refine your skills, deliver outstanding client service, and drive firm success.
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Apply Now

Visit <https://thevalleylawgroup.com/about-us/careers/#application> to apply.
