



Kaufman & Canoles is a highly respected corporate law firm with eight offices located throughout North Carolina and Virginia. We are well established in the legal community, with an excellent reputation with the judiciary as well as other attorneys. We have built our reputation on quality client services. We promote a culture of teamwork and a “can do” attitude. We keep abreast of changes in the law, we are readily accessible, and we render service in a timely manner. In short, we hold ourselves to the highest standards, and we are zealous, compassionate advocates for our clients.

The Kaufman & Canoles **Raleigh** office is seeking an experienced and highly qualified **Labor and Employment Attorney**. Our Labor and Employment attorneys work closely with public and private employers across North Carolina in all employment matters. Ideal candidates will possess experience in handbook development, employment counseling, complex litigation, wage and hour matters, arbitration, policy development, class actions, covenants not to compete, employment agreements, severance agreements, ADA, FMLA, EEO, VOSH, and OSHA. The successful candidate will have a minimum of 5 years of relevant experience, demonstrable analytical and problem solving skills, strong written and verbal communication skills.

Responsibilities

1. Represent management in a full array of labor and employment issues.
2. Counsel and represent clients in court and before administrative agencies.
3. Provide effective and practical advice to clients to minimize risk, implement effective policies, and keep them out of court.
4. Deliver thorough factual and legal research and analysis in pleadings, memoranda, and other written documents.
5. Manage matters from commencement to final resolution.
6. Competently and professionally develop and maintain a client base.

REQUIREMENTS

Education

1. Juris Doctorate (J.D.) degree from a law school accredited by the American Bar Association with an outstanding academic record.
2. Admission to the North Carolina Bar.
3. Must be and remain licensed to practice law and in good standing in the State of North Carolina.
4. During employment, must meet requirements for continuing licensure for law practice; some opportunities for obtaining in-house CLE through Kaufman & Canoles will be available.

Qualifications

1. Must possess a minimum of 5 years prior experience practicing labor and employment law.
2. Demonstrated commitment to practice labor and employment law in the following areas: handbook development, employment counseling, complex litigation, wage and hour matters, arbitration, policy development, class actions, covenants not to compete, employment agreements, severance agreements, ADA, FMLA, EEO, VOSH, and OSHA.
3. Strong organizational and matter management skills.
4. Ability to establish and maintain effective working relationships with clients, other firm attorneys, support staff, and outside professionals.
5. Excellent writing, research, and analytical skills.
6. Exceptional communication, interpersonal, and self-management skills.
7. Prior experience as an associate in the labor and employment practice group of a highly respected, full-service corporate law firm highly preferred.

Benefits

We offer competitive salary and a comprehensive benefit package. Relocation for out of the area candidates is available for this position. Benefits include: medical, dental, life insurance, 401(k)/profit sharing, paid time off, and long term disability.

Kaufman & Canoles is committed to equal employment opportunity in all aspects of our employment and retention practices and decisions.