

Attorneys

At Cosgrave, our work philosophy is based on collaboration, excellence, and providing timely, efficient service to our clients. We value the diverse experience and perspectives that each attorney and staff member brings to the firm.

Associates here have the opportunity to work in concert with different partners, both within an assigned practice group and across practice groups. Supported and mentored by a partner, each associate is encouraged to develop his or her own projects and often works directly with clients on challenging matters.

Attorney Testimonials

"As a Cosgrave litigation associate, you're not in the back room reviewing documents by yourself for months on end—you're taking depositions, arguing motions, and going to trial. These days, many firms only have one or two trials a year. We see more like 20. If you want to be a trial lawyer, this is the place to be." —Aukjen Ingraham, Attorney

"As a lateral transfer, I was concerned about how my clients would adjust to a new firm. My concerns quickly disappeared as my clients have received excellent service in every respect. They appreciate the attentiveness, effectiveness, and professionalism of the Cosgrave lawyers and staff. My clients and I have found a great home with the Cosgrave firm." —Marcus Reed, Attorney

"I appreciate that the partners trust me and give me such great responsibility on cases. They treat me as a collaborator, not merely a workhorse." —Nicole Nowlin, Attorney

Benefits

We offer a comprehensive benefits package for attorneys that includes:

- Medical and dental insurance beginning the first of the month following date of hire
- Life insurance
- Short- and long-term disability insurance
- 401(k) plan with employer contribution
- Profit-sharing retirement contribution
- Flexible spending accounts for pretax payment of health care and dependent care expenses
- Reasonable time off for vacation and illness
- Paid holidays
- Paid parental leave policy
- Bereavement and jury duty pay
- Employee assistance plan
- Annual allowance for professional development expenses
- Fitness/health club expense allowance

Current Openings

Summer Law Clerk Program

The 2013 Summer Law Clerk position has been filled. Applications for the 2014 Summer Law Clerk position will be accepted August - September 2013.

Job Application

To apply for any of the above open positions, click below. The link will take you to our online application form where you can upload your resume, cover letter and other materials.

[Apply](#)

Cosgrave Vergeer Kester LLP is an equal opportunity employer. We welcome all applicants and strive to provide a workplace in which all employees feel included, respected, and valued. All inquiries will remain in confidence.

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Overview

Overview

Cosgrave is a collegial, energetic, and entrepreneurial workplace. Our work environment fosters mutual respect and trust, personal development, and excellent client service. We take pride in the fact that a number of our staff and attorneys have enjoyed working here for many years.

We support individual career success by providing training and mentoring. It begins on day one, when new employees are integrated into the firm through our extensive orientation and new user training program. After initial orientation, ongoing learning opportunities include professional CLE's, frequent in-house training, peer expert demonstrations, and an annual education allowance for staff. We balance the intensity of our work with a friendly, collaborative environment, including regular social events.

Cosgrave seeks talented and diverse individuals who are self-motivated, dedicated to providing value and excellent service, and have a high degree of integrity, professionalism, and enthusiasm for their work. For more information, please visit our attorney and staff recruiting pages.

Employment Philosophy

Cosgrave Vergeer Kester LLP is an equal opportunity employer. We welcome all applicants and strive to provide a workplace in which all employees feel included, respected, and valued. We recognize that creating an inclusive environment brings together varied perspectives, experiences, talents, and interests that enhance our ability to provide innovative solutions for our clients.

All employment decisions are carried out without regard to race, religion, national origin, age, gender, disability, military status, marital status, sexual orientation, genetic information, or any other status protected by law. We do not discriminate against any applicant or employee in hiring or in the terms, conditions, and privileges of employment based on pregnancy, childbirth, or related medical conditions. The firm will make reasonable accommodations for religious beliefs and for the known needs of qualified applicants and employees with disabilities.

Staff

Professional Staff

Cosgrave's support staff thrives on teamwork and camaraderie, working together to deliver quality service to

our clients. People frequently offer to help each other, whether welcoming a new member of the team, pitching in to meet an important deadline, or streamlining a process that makes life easier for everyone.

We support each staff member's ongoing professional development through practical training and education. Ongoing learning opportunities include frequent in-house training, peer expert demonstrations, and an annual education allowance for staff. Individuals are recognized for the unique talent, energy, and service each brings to the firm and the community. The result is a sense of caring, pride, and deep satisfaction among our staff and our clients.

Staff Testimonials

"Cosgrave has a great team atmosphere-people are fun to work with, easily approachable and always willing to help out to get the job done." —Evan O'Neill, Paralegal

"I enjoy the respect and acknowledgement I receive from the attorneys and my co-workers, which makes me feel like an important part of the Cosgrave team." — Mardrey Lavine, Legal Assistant

"After 37 years as a paralegal in large and small firms, I finally found a firm where the word 'teamwork' actually means something. I love working with a group of paralegals who support each other to get a quality work product out the door and to make the firm, and each other, look good." —Debra Korman, Paralegal

Benefits

Our comprehensive benefits package for staff includes:

- Medical and dental insurance beginning the first of the month on or after hire date
- Life insurance
- Short and long-term disability insurance
- 401(k) plan with employer contribution
- Profit-sharing retirement contribution
- Flexible spending accounts for pretax payment of health care and dependent care expenses
- Paid vacation and sick time
- Paid holidays
- Pretax commuter reimbursement plan for parking and/or transit expenses
- Bereavement and jury duty pay
- Employee assistance plan
- Annual allowance for professional development expenses

The firm also offers:

- Voluntary insurance coverage available at group rates (group term life, accident, critical care)
- Free flu shots
- Service recognition
- On-site training classes
- Social events throughout the year

Summer Law Clerk

Summer Law Clerk Program

"During my summer at Cosgrave, I had the opportunity to work with experienced and prestigious attorneys in different practice areas. The assignments consisted of actual legal work that motivated and challenged me. I learned an exceptional amount from conducting legal research, drafting memorandums and pleadings to

attending client meetings, depositions, hearings, and a trial. To highlight the positive environment of the firm, the associates and partners provided consistent feedback and support to help me succeed as a summer law clerk and future attorney.” Mike Davis. 2012 Summer Law Clerk. Lewis and Clark Law School.

Cosgrave’s summer program is designed to expose second-year law students to the breadth of the firm’s practice areas and the depth of our lawyers’ knowledge. Each summer law clerk takes part in a ten-week program of activities that provides substantive legal opportunities such as:

- Participating in client conferences, depositions, trials, and hearings
- Preparing pleadings, contracts, memoranda, and other legal documents
- Conducting legal research
- Working directly with a variety of attorneys

Partner and associate mentors are assigned to help connect a summer law clerk with hands-on work opportunities within the firm’s practice groups, particularly tort and casualty litigation, business and real estate transactions, commercial litigation, and employment law. By providing challenging projects, practical training, and the chance to work and socialize with many of our lawyers, we give law clerks the experience needed to make an informed decision about their future legal careers.

In hiring summer law clerks, the firm seeks students whose academic and personal record of achievement places them in the top one-third of their class. We are looking for individuals whose character, intelligence, judgment, and training will inspire their colleagues and clients to have confidence in their abilities. We also strive to hire a diverse group of associates, because we believe our firm, our clients, and our community benefit from different experiences and perspectives.

How to Apply

We conduct on-campus interviews at Northwest law schools during the recruiting season. Please arrange an on-campus interview through your law school career center.

If we do not schedule a campus interview at your school or you are unable to apply through that process, you can apply by submitting the following information:

- Cover letter
- Résumé
- Writing sample (at least five pages)
- Law school transcript
- **Application form**

Send all items via email (submissions by mail or fax are also accepted) to:

humanresources@cosgravelaw.com

Gloria Martin, Director of Human Resources

Cosgrave Vergeer Kester LLP
500 Pioneer Tower
888 SW Fifth Avenue, 5th floor
Portland, OR 97204
Fax: 503-323-9019

Application packets are accepted: July – early September

Interviews are scheduled: August-September