



McNaul Ebel Nawrot & Helgren PLLC seeks to add an associate attorney to our thriving Real Estate and Capital Markets group. Our practice focuses on sophisticated transactions involving the acquisition, leasing, development, joint venturing, financing, and disposition of real estate assets. The ideal candidate will be licensed to practice law in the state of Washington and have 2 to 8 years of commercial real estate experience in a law firm.

### **WHO WE ARE LOOKING FOR**

The ideal candidate will have:

- 2 to 8 years of experience as a commercial real estate lawyer in a private law firm setting
- Strong working knowledge of title and survey review, estoppels, SNDAs, easements, and other commercial real estate transactional documents
- Demonstrated ability to manage complex transactions with a detail-oriented and client-focused approach
- Strong professional judgment, accountability, and the ability to work both independently and as part of a collaborative team
- Excellent written and verbal communication skills
- A proactive, solution-oriented mindset and a positive attitude

### **KEY RESPONSIBILITIES**

The attorney in this role will work closely with colleagues and clients to support our national real estate and business transactions practice. Core responsibilities include:

- Leading and managing legal matters related to the acquisition, financing, leasing, and development of commercial real estate assets
- Conducting due diligence for commercial real estate transactions, including survey, title and zoning reviews
- Drafting, reviewing, and negotiating related contracts and agreements
- Counseling clients on asset management issues and regulatory compliance
- Facilitating lease transactions, including drafting and negotiating of lease agreements
- Assisting in resolving disputes and preparing estoppel certificates as required
- Advising on leasing matters, including estoppel certificates and SNDAs
- Staying current on relevant laws and market trends impacting commercial real estate
- Developing creative strategies to help clients mitigate risk and achieve business objectives

### **ADDITIONAL QUALITIES THAT WE VALUE**

The ideal candidate will demonstrate many of the following attributes:

- A keen desire to expand and develop their practice over time, with an interest in building the skills and judgment that support lasting client relationships
- A collaborative spirit and a genuine interest in cultivating strong internal relationships across practice groups—especially between our real estate and litigation teams



- A commitment to contributing to a positive and inclusive firm culture by building relationships, engaging constructively at all levels, and—when the time comes—sharing knowledge with those coming up behind them
- The ability to manage up thoughtfully and communicate clearly and effectively with attorneys, staff, and clients
- Intellectual agility and the ability to think on their feet—particularly in dynamic settings like deal negotiations or time-sensitive client matters
- A professional, solutions-focused demeanor balanced with approachability and a sense of humor
- A desire to be an active part of the firm's long-term future and growth
- A reputation for being a trusted, upbeat presence—both within the firm and in the broader business community

This job description intends to describe the general nature and level of work being performed by individuals assigned to this position. It is not a comprehensive listing of all duties and responsibilities.

To be considered, applicants must reside in the state of Washington, have an exemplary academic background, be highly motivated, and possess outstanding communication skills, and a positive attitude. Applicants should submit a letter of application, resume, law school transcript and writing sample to Susan Little, Director of Human Resources, 600 University St., Suite 2700, Seattle, WA 98101, or [slittle@mcnaul.com](mailto:slittle@mcnaul.com).

The annualized base salary range for this position is \$160,000 to \$200,000; depending on performance, attorneys have the opportunity to receive significant year-end bonuses as well. Actual pay will be adjusted based on the candidate's education, training, experience, and other job-related factors permitted by law. Full-time employees are eligible for health insurance with an optional health savings account, long term disability, dental insurance, vision insurance, life insurance, health and dependent care cafeteria accounts, 401(k) and profit-sharing retirement contributions, flexible paid time-off, 10 paid holidays each year, and an expanded employee assistance and mental health program. Additional voluntary benefits programs include: voluntary accident insurance, voluntary life, and voluntary disability coverage. Optional pre-tax commuter and transit programs are also available.

This is a hybrid position. Candidates should be based in the Greater Seattle area.

*McNaul Ebel Nawrot Helgren is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, sex, age, national origin, protected veterans, marital status, sexual orientation, gender identity, disability status or any other category prohibited by local, state or federal law. This policy applies to all aspects of employment, including recruitment, placement, promotion, demotion, compensation, benefits, social and recreational activities and termination.*