

ASSOCIATE ATTORNEY – TAX, TRUSTS AND ESTATES PRACTICE GROUP

Nauman Smith, a business-oriented, general practice law firm in Harrisburg PA, is looking to hire an associate attorney with at least 2 years legal experience to join our Tax, Trusts and Estates and Nonprofit practice groups. This role includes both estate planning and administration as well as working with nonprofits and small businesses.

Celebrating its 150th Anniversary in 2021, Nauman Smith's engaged team follows core values to ensure performance of excellent legal services in a collegial atmosphere. The candidate will work closely with partners having exemplary reputations in the legal community. This is an exciting opportunity for someone to grow and succeed in an established practice.

Nauman Smith provides competitive benefits including:

- **Health insurance**
- **Dental, vision and life insurance paid by the firm**
- **Generous 401(k) retirement plan including company match and profit sharing**
- **Eleven (11) paid holidays**
- **PTO**
- **Professional development and marketing assistance**

Nauman Smith is committed to supporting the individual work-life compatibility needs of each employee. Individual preferences are considered and respected when addressing flexible work arrangements.

An entrepreneurial spirit, community involvement, and strong academic credentials/writing skills are essential. We are also seeking an individual whose core values mirror our own, which include:

- **Legal excellence and practical solutions** to client problems
- **Communication, teamwork, and respect** for everyone
- **Integrity, fairness, and accountability** in every facet of our business
- **Appreciation for diversity**, including in thought and background
- **Engagement of staff and attorneys** in the future growth and success of the Firm, and
- **Commitment to growth and development** for everyone on our team

Salary starting at an \$80,000 base depending upon experience with expected bonuses contingent on revenues and transferable client base.

Salary is further negotiable if the candidate has or is working toward their LLM or Certification in Taxation.

Interested applicants should send their resume to Hiring Partner, Stephen Feinour, at sfeinour@nssh.com.

Nauman Smith is expanding in other practice areas as well. If this position does not match your legal experience and/or career path, we still welcome receiving your resume and having the opportunity to learn about your professional goals. Practicing attorneys and other legal professionals should send their resume and cover letter to Manager of Firm Operations, Barb Arnold, at barnold@nssh.com.