

PARKER LAW FIRM, P.C.

Associate Attorney Job Posting

Partner-Track Associate Attorney — Plaintiffs' Personal Injury

Parker Law Firm, P.C. | Bedford / Fort Worth, Texas

A boutique plaintiffs' personal injury practice hiring with partnership intent

About the Firm

Parker Law Firm is a boutique plaintiffs' personal injury practice in the Dallas–Fort Worth Metroplex. For 24 years, we have represented seriously injured clients and their families across a broad range of significant personal injury matters — motor vehicle accidents (including commercial trucking), premises liability, wrongful death, and catastrophic injury cases when they meet our standards for acceptance. Our founder, W. Bradley Parker, is Board Certified in Personal Injury Trial Law, a Fellow of the American College of Trial Lawyers, an Associate of the American Board of Trial Advocates (ABOTA), a past President of the Texas Trial Lawyers Association, and has been named among the top personal injury attorneys in Texas across more than three decades of recognition.

We are deliberately small, deliberately selective about cases, and deliberately committed to delivering boutique quality to every client we represent. Our operating philosophy is “bigger, better, and fewer cases.” That philosophy is reflected in everything we do — including how we hire.

About the Role

We are hiring a Partner-Track Associate Attorney to join our two-attorney firm. This is not a typical staff attorney opening. We are not hiring someone to settle motor vehicle accident cases indefinitely. We are hiring an attorney with the experience, capability, and motivation to build a career here — starting on the firm's active caseload of car wrecks and mid-value matters, developing their own book of business in year one, taking on increasingly complex litigation over time, and earning consideration for partnership when production warrants.

The role primarily involves managing a working caseload of mid-value plaintiffs' PI cases — motor vehicle accidents, premises liability, and similar matters — from intake through resolution, with full ownership of strategy, negotiation, and litigation when settlement does not achieve fair value. The firm also handles select catastrophic injury and wrongful death cases as they come in, and the associate will have the opportunity to participate in those matters as developmentally appropriate — typically beginning as second chair on depositions, mediations, and strategy sessions, with primary responsibility on significant matters earned over time. We are not promising a catastrophic case docket on day one. We are promising serious work, real mentorship, and exposure to higher-complexity litigation when the firm's caseload supports it.

The compensation structure is built to reward the partner-track trajectory: a meaningful base salary, production-based compensation on collected fees, and a substantially higher rate (multiple times the firm-fed rate) on cases the attorney personally originates. The upside is uncapped. The expectations are explicit. We are direct about both in interviews, and every finalist sees the firm's written compensation philosophy before any offer is extended.

Who Fits

We are looking for an attorney with the following:

- Texas State Bar admission in good standing.
- Six or more years of substantive civil litigation experience.
- Demonstrated first-chair trial experience on civil matters — not just second-chair exposure, not just deposition practice.
- Documented motion practice background, including significant MSJ briefing, dispositive motions, and complex pleadings.
- Hunger to develop a book of business — not in theory, in practice. A track record of either originating cases at a prior firm, or a credible, specific plan and the motivation to do so here.
- Demonstrated history of integrity, accountability, and professional conduct.
- A reference list that can speak candidly — including the candidate's most recent direct supervisor.

Plaintiffs' experience preferred. Defense-side attorneys with strong deposition and motion practice backgrounds, and the genuine hunger to transition to the plaintiffs' side, are welcome to apply. The discipline learned on the defense side translates well; what matters is whether the motivation to build something here is real.

Who Does Not Fit

We are also direct about this, because it saves everyone time:

- Attorneys looking for a comfortable salaried seat without business development expectations.
- Attorneys whose compensation expectations are anchored to years of practice rather than to production and book of business.
- Attorneys whose representations of trial experience or origination history will not survive substantive reference checks.

What We Offer

- A competitive base salary.
- Production-based compensation on collected fees, with a substantially higher rate on self-originated cases.
- Employer-paid health insurance.
- Simple IRA with employer matching.
- Active mentorship from a Board Certified, ACTL Fellow, ABOTA Associate trial lawyer with 40 years of experience and a past presidency of the Texas Trial Lawyers Association.
- Developmental exposure to higher-complexity litigation — including catastrophic injury and wrongful death cases — as the firm's caseload presents the opportunity.
- A clear partnership trajectory for the right candidate.
- A boutique culture that genuinely treats its team and clients like family.

How We Think About Compensation

We pay for production and performance, not time served. The base salary is set to provide stability — not comfort. Production-based compensation is the meaningful component, with a substantial multiplier on cases the attorney originates. An attorney who actively develops a book of business at this firm can earn well into multiple six figures; an attorney who relies only on firm-fed work will be paid fairly but not extraordinarily. The structure itself is the message.

Hiring Process

- Initial screen with the firm's Director of Operations.
- Substantive interview with the founder.
- Final round with both, including a brief written exercise.
- Rigorous reference checks. Most recent supervisor is required.
- Timeline: moves with candidate quality, not with posting age.

How to Apply

Send a cover letter, resume, and at least two relevant references to: info@ParkerLawFirm.com.

Strong applications will address: (a) your most significant trial or motion practice experience, (b) cases you have personally brought in to a firm and how those cases came to you, and (c) why this opportunity at this firm at this point in your career.

Write the word "Orange" at the top of the resume you send.

We respond personally to every application that meets the experience threshold above. The hiring process moves on candidate quality and fit, not on calendar pressure.