

## **Associate Attorney – Litigation**

**Firm:** [Henningson & Snoxell, Ltd.](#)

**Location:** Maple Grove, MN

**Job Type:** Full-time.

**Compensation:** competitive, production-based salary typically \$120,000 - \$160,000+ comprised of a base salary and an uncapped commission structure.

### **Benefits:**

- 401k
- Dental Insurance
- Health Insurance
- Vision Insurance
- Health Savings Account
- Long Term Disability
- Health Savings Account
- Life Insurance

### **About the Firm**

Henningson & Snoxell, Ltd. is a well-established law firm located in the northwest Twin Cities suburb of Maple Grove—offering the advantages of a collaborative, close-knit firm environment without the congestion, parking challenges, or commute associated with downtown practice.

For more than four decades, our team of litigation attorneys has been advocating strongly on behalf of our clients. We are seeking a highly skilled Associate Attorney who is committed to delivering exceptional legal solutions and contributing to the continued growth of our practice.

We are a collaborative firm that values professional autonomy, rewards individual performance, and fosters a family-friendly environment with strong community ties. Our attorneys enjoy meaningful responsibility, long-term client relationships, and the ability to build a practice with true independence and support.

At Henningson & Snoxell, Ltd., your work directly impacts both the firm's growth and your own professional success. This role is ideal for an attorney seeking substantive, engaging work, the opportunity to grow a book of business, and a compensation structure that rewards productivity and initiative.

### **What we offer:**

- Supportive, team-oriented culture
- Professional autonomy
- Uncapped earning potential
- Monthly personal cell phone reimbursement
- opportunity for long-term growth
- Free Parking

### **Compensation Structure:**

We believe in clarity and transparency:

- Year One: Guaranteed base salary for stability during the initial period in addition to an uncapped commission structure based on productivity.
- After Year One: Transition to a formulaic, **uncapped** commission structure designed to reward high performers. Earnings are directly tied to productivity and business development.

### **Billable Expectations:**

Our annual billable target is 1,200 hours, intentionally set to promote a genuine work-life balance while still allowing attorneys to build and grow your practice. We believe strong client relationships and personal sustainability go hand in hand.

**Key Responsibilities: As an Associate Attorney in the Litigation practice group, you will be expected to:**

- Work with senior litigation attorneys handling certain aspects of their files/caseload
- Assume full responsibility for certain matters assigned to you, including trials
- Draft and respond to discovery
- Motion practice, including drafting of briefs and arguing before courts
- Conduct Legal research

### **Qualifications**

- **Experience:** 5–7 years of dedicated experience in litigation (civil, corporate, estates and trusts).
- **Education:** Juris Doctor (J.D.) from an ABA-accredited law school.
- **Licensure:** Active license to practice law in **Minnesota** (in good standing).
- **Skills:** Proven experience with client marketing and origination. Outstanding communication skills and ethical standards. Excellent research and legal writing skills. Experience writing briefs, drafting pleadings, taking depositions, trial preparation, and e-discovery. State and Federal court experience is a must.

### **How to Apply:**

Please submit your **resume** and **cover letter**.

Join our close-knit team of experienced legal professionals at Henningson & Snoxell, Ltd., where attorneys build long-standing relationships and are dedicated to understanding client needs, and protecting their interests.