

Associate Attorney – Real Estate & Banking Law

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

Location: Maple Grove, MN

Job Type: Full-time.

Compensation: competitive, production-based salary typically \$120,000 - \$150,000+ comprised of a base salary and an uncapped commission structure.

Benefits:

- 401k
- Dental Insurance
- Health Insurance
- Vision Insurance
- 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.

With more than four decades of service, our Real Estate and Banking practice group provides sophisticated counsel to a wide range of 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
- Clear 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.
- 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.

Primary Areas of Practice

- **Commercial Real Estate:** Leading complex acquisitions, dispositions, leasing, and development.
- **Banking Law:** Representing financial institutions in commercial lending, workouts, secured transactions, and foreclosures.
- **Residential Real Estate:** Overseeing high-level property transfers and title work.

Key Responsibilities: As an Associate Attorney in the Real Estate and Banking practice group, you will be expected to:

- Draft and negotiate a variety of commercial real estate agreements, including purchase and sale agreements, commercial leases and lease amendments, conveyance documents, and mortgage loan documents.
- Lead real estate due diligence efforts, including intricate title and survey review and analysis.
- Experience with leasing, financing, and Phase I environmental review is beneficial.
- Provide strategic counsel to banking clients on credit facilities and compliance.
- Manage the full lifecycle of real estate and finance closings.

Qualifications

- **Experience:** 5–7 years of dedicated experience in transactional real estate or banking law.
- **Education:** Juris Doctor (J.D.) from an ABA-accredited law school.
- **Licensure:** Active license to practice law in **Minnesota** (in good standing).
- **Skills:** Advanced knowledge of real estate law; sophisticated negotiation and drafting abilities; strong judgment and attention to detail; a proven record of independently managing complex transactions; excellent client-facing skills; and demonstrated success in business development and originations.

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, protecting their interests, and helping them grow and succeed.

Henningson & Snoxell, Ltd. is an equal opportunity employer.