

# Junior/Mid-Level Attorney Opportunity

[goodcounsel](#), cited as the “Best Firm for Startups” in Chicago by [Above the Law](#), is interested in hearing from junior or mid-level attorney candidates.

## Who we are interested in

goodcounsel seeks creative, highly motivated lawyers who want to represent innovative people and companies using alternative law practice models —practitioners who can deploy the skills that our clients need today while simultaneously building the legal practice of tomorrow.

You have an interest in practicing law in a way that makes sense to you: being judged by the quality of your work, not the hours it took you to produce it; drafting documents that are straightforward, concise, and free of archaic, convoluted language; and innovating with technology and process to streamline the production of work, creating more time for engaging directly with clients.

Our clients – typically early-stage private companies – are moving quickly and expect a lot from us; you strive to be proficient at translating the clients’ substantive legal needs into sound and timely advice, and clear, strong documentation. Along the way, you are seeing ways to improve the process, in order to build a practice that can accommodate many more startups, entrepreneurs, and other companies that wish to be our clients.

## Desired experience and skills

We appreciate everyone’s interest in goodcounsel; **however, please consider whether you meet the requirements below before responding.**


To be considered for this position, you must have meaningful substantive experience in *either* transactional *or* “general counsel” work.

### *Transactional*

- Experience setting up and structuring corporations and limited liability companies, with knowledge of relevant governing statutes.
- Past work with standard investment transaction documents: corporate charters, stockholders agreements, operating agreements and purchase agreements. Ideally, some experience with structures related to early-stage and venture capital transactions, such as convertible notes, SAFEs and Series A document sets (e.g. NVCA and Series Seed).
- Exposure to and basic understanding of federal and state securities law and regulations.

### *General Counsel*

- Outstanding contract skills, developed through meaningful experience drafting and negotiating documents such as master agreements/SOWs, various flavors of technology



agreements, website terms of use, vendor or customer agreements, employment agreements, and so forth.

- Strong understanding of the key points of contract risk and opportunity, particularly in typically heavily negotiated provisions (e.g., indemnification and limitations of liability).
- The ability to analyze and research complex legal issues with rigor, and provide legal advice in a thoughtful and timely manner.
- The ability to get quickly up to speed on legal issues with which you are not familiar.

*The following are not required, but goodcounsel highly values these skills:*

- M&A experience.
- Top tier among peers in facility with and interest in technology tools, including the ability to manipulate software as a “power user.” Extra credit for the ability to code.
- A demonstrated ability to develop and implement repeatable processes.

*Personal attributes that we look for:*

- Effective communicator with supervisors, peers, clients, and prospects.
- Ability to handle, and prioritize among, many matters simultaneously.
- Learning mindset, to fit the culture of the practice.
- Calm and composed when facing deadlines and other pressures.
- Able to crack a good joke or at least, to take one; doesn’t take oneself too seriously


## Who we are

goodcounsel is one of the leading law practices in Chicago for startups and entrepreneurs. Previously we were legends in our own minds, but we were recently named “Best Firm for Startups” in Chicago by [Above the Law](#).

goodcounsel’s practice consists primarily of

- advising startups on transactional matters, such as the initial structuring of companies, documenting co-founder relationships, implementing equity incentive programs, and closing early-stage investment rounds, and
- serving the role of “general counsel” to many of its clients, which means addressing everyday legal needs that growing companies encounter, such as contract development and negotiation, IP protection, and employee matters.

The quality of our work is our first priority. However, we are not content to perform and deliver legal services the same way as they always have been. As an organization, goodcounsel takes an entrepreneurial approach. We are sensitive to the changes happening in the world around us and in the industries that we serve. We ask the same questions that our clients do: how can we provide superior service, or offer attractive new services, by listening to customer needs, understanding trends in the market, exploring different business models, and taking advantage of new technologies.



Our ambition is to build an innovative legal services organization by vigorously adopting technology, building repeatable processes, shedding outmoded elements of “traditional” legal practice, and serving clients based on financial arrangements that reward value and efficiency rather than time spent. The kind of innovation in which we are engaged is difficult. Ultimately, though, we believe that it enables us to offer our clients better value, and makes our work more interesting.

Finally, goodcounsel is an organization that relentlessly pursues people development. We seek to create a safe environment for growth and a collaborative culture in which individuals can openly identify and address areas for their own development. We are influenced by and implementing the [work](#) of Lisa Lahey and Robert Kagan of Harvard, who have described the attributes of "Deliberately Developmental Organizations."

## Application instructions

As part of our developmental culture, we ask that you answer a few questions that will help us get to know you as a person. Please send your responses in an attached text document along with:

A cover letter, highlighting your skills and experience that are relevant to the requirements and desired attributes described above. Please also let us know where you found this job posting.

Your resume.

Your law school transcript. Unofficial will do.

Email your application to: [hr@mygoodcounsel.com](mailto:hr@mygoodcounsel.com)

Subject line: Job application – Junior/Mid-level Attorney

1. How do you team/partner with people?
2. In a group setting where people are sharing ideas, how do you like to contribute?
3. What is your experience with feedback, in a law practice setting or any other context?
4. Describe your first year at law school.
5. What do you like (or not like) about music?

How would you respond in following scenario?

6. You are volunteering at a youth center as a tutor. Your supervisor keeps interrupting your sessions with minor correction/comments which hampers your thought process. How would you change this dynamic?

**Thank you for your interest in goodcounsel.**