



**Associate Attorney
Employment & Unpaid Wages Litigation
Philadelphia, PA**

WHY THIS OPPORTUNITY IS DIFFERENT

Most employment litigation firms ask you to protect corporations from accountability. At Berger Montague, you do the opposite at the highest level of the plaintiffs' bar.

Our Employment & Unpaid Wages Department is one of the most active national wage and hour practices in the country. Our docket spans FLSA collective actions, Rule 23 class actions under state wage laws, and complex litigation against some of the largest employers in the U.S. We go up against the biggest defense firms in the country and we win.

This position is for an associate who wants to be in court, not doing document review. This position is for people who want their names on briefs that matter, not just their time entries.

This is a rare opportunity to practice sophisticated civil litigation at scale while fighting for workers who have been cheated out of wages they earned.

ABOUT BERGER MONTAGUE

Berger Montague PC **pioneered the use of class actions in American civil litigation.**

Founded in Philadelphia in 1970, the Firm has spent more than five decades at the vanguard of plaintiff-side litigation, recovering more than **\$55 billion** for clients across antitrust, consumer, employment, securities, civil rights, and more.

Our 100+ attorneys take on high stakes matters where the legal issues are hard, and the outcomes change lives. Associates are given genuine responsibility from day one because our cases demand it.

The firm is recognized by Chambers USA, The Legal 500, and Law360 as a national leader in class action litigation.

THE ROLE

This is a full-litigation associate position. You will be assigned meaningful work from your first week working with a team and grow rapidly into an attorney who can independently manage major phases of litigation. Responsibilities include:

Case Development & Investigation

- Conduct pre-litigation investigations: client intake, factual analysis, legal research
- Analyze wage records, payroll data, and employment policies to identify and quantify violations



- Draft demand letters, complaints, arbitration demands, litigation hold notices, and pre-suit correspondence

Written Advocacy

- Draft motions for conditional and Rule 23 class certification, summary judgment, and to compel
- Write discovery requests and responses
- Research and write appellate briefs when warranted

Discovery & Depositions

- Work with the team on litigation/discovery strategy
- Take and defend depositions of corporate witnesses, class members, and other fact witnesses
- Manage large-scale document review and ESI discovery

Trial & Client Management

- Appear at hearings, oral arguments, and status conferences in federal and state court
 - Participate in mediations and settlement negotiations
 - Maintain client relationships and coordinate with co-counsel
-

QUALIFICATIONS

Required:

- J.D. from an accredited law school; admitted in at least one U.S. jurisdiction
- 1–2 years of civil litigation experience with exposure to federal court and motion practice
- Exceptional legal research and writing ability
- Comfort working with large data sets, payroll records, and statistical evidence
- Genuine commitment to workers' rights and plaintiff-side litigation
- Ability to manage competing deadlines in a fast-paced, entrepreneurial environment

Preferred:

- Federal judicial clerkship experience
 - Prior plaintiff-side or class action experience
 - Experience with FLSA collective action or Rule 23 class certification briefing
-



COMPENSATION & BENEFITS

- \$200,000 base annual salary plus an annual discretionary bonus
- Profit sharing
- Comprehensive medical, dental, and vision insurance; HRA contribution
- Short/long-term disability and life insurance
- 401(k) with profit sharing
- Bar dues and CLE reimbursement; pre-tax transportation benefits

HOW TO APPLY

Submit the following in a single email to Candice Enders, Director of Recruiting, at careers@bergermontague.com:

- Cover letter describing your interest in plaintiff-side wage and hour litigation and why Berger Montague specifically
- Resume
- Law school transcript (unofficial acceptable)
- Writing sample (10–20 pages; ideally a brief or motion you drafted)
- Three professional references

Subject line: "Employment & Unpaid Wages Associate Application [Your Name]"

Berger Montague PC is an equal opportunity employer committed to fostering a diverse, equitable, and inclusive workplace. We actively encourage applications from attorneys of all backgrounds, including those historically underrepresented in the plaintiffs' bar.