



JOB OPPORTUNITY: Junior/Senior Associate Lawyer

Are you an up & coming lawyer with a passion for business, family law, and knowledge of ICT systems? Our dynamic boutique law firm offers challenge, opportunity, and a good work-life balance.

As an established law practice with nearly 40 years of experience serving clients from a wide array of sectors, we are seeking a talented associate lawyer to join our team at a pivotal moment. Our work environment is both friendly and professional. We recognise and reward personal contribution and believe in nurturing talent. At our firm we cherish diversity and strive for inclusion to foster innovation and drive excellence.

The Offer:

- Career progression: we foster an environment that encourages growth and provides opportunities to develop your skills further
- Paid CPD courses enrolment, among other continuous learning opportunities
- Paid practising certificate renewals
- Competitive remuneration

The Ideal Candidate:

Hard & Technical Skills

1. **Education and Experience:** Minimum 2 years' work experience, with a strong educational background.
2. **Legal:** The requisite certificates and licenses to practise as an advocate in Kenya. You also have experience in civil litigation, family law, trusts, and strong commercial awareness. Experience serving corporate clients will be an added advantage.
3. **Languages:** Fluency in both written and spoken English and Swahili is essential. Knowledge of other major EAC languages and/or global business languages (such as French, Arabic, or Mandarin) is a bonus.
4. **Technology:** Proficiency in Microsoft 365 and One Drive is imperative for effective collaboration within our firm. A wider ICT skillset, such as graphic design, web design, etc, is highly valued and will make you stand out.
5. **Business acumen:** An understanding of local & global market dynamics and a keen business sense will set you apart from other candidates.

Soft skills/ traits you embody

1. **Communication:** effective communication is a vital in our practice. The ability to communicate clearly, professionally, and respectfully with colleagues and clients of all ages and backgrounds is essential to provide exceptional legal services. As an associate, you will be expected to engage in both written and verbal communication with various stakeholders and to convey challenges and opportunities in a respectful, effective manner. Strong communication skills, including active listening, empathy, and the ability to convey complex legal concepts in a clear and concise manner, are highly valued.
2. **Team-Player:** We value collaboration and teamwork. The ideal candidate should be able to work effectively with others, contribute to a positive work environment, and be open to learning from colleagues.
3. **Self-Driven:** We value individuals who take initiative and show self-motivation. The ability to work independently, prioritize tasks, and meet deadlines is crucial. We seek candidates who are proactive, display a strong work ethic, and are eager to take on new challenges.
4. **Problem-Solver:** Our firm deals with complex legal matters affecting businesses and individuals, thus problem-solving skills are highly valued. The ability to analyze situations, show empathy, think critically, and propose creative solutions is essential. We are looking for candidates who can approach challenges with a logical and innovative mindset.
5. **Solid work ethic:** The ideal candidate will demonstrate their ability to churn out deliverables at short notice and at the highest standard with the meticulousness expected from clients and colleagues, alike.

The Application:

1. To apply, please submit your resume/CV of no more than 2 pages.
2. Candidates should include a cover letter of no more than 800 words outlining your career goals and explaining how the role aligns with your long-term aspirations.
3. In addition, please submit a written sample that demonstrates your legal research and analysis skills. The written sample can be an excerpt from a research paper, blog, a legal memorandum, or any other document that showcases your writing and analytical skills.
4. Candidates should nominate an academic/professional referee to submit an endorsement letter to be submitted directly by the referee to our email below.

The deadline for applications is 25th August, 2023. Candidates should be available to start in early September 2023. Applications and reference letters should be sent to info@rmmandcompanyadvocates.com quoting the reference “Job Opportunity: Junior/Senior Associate”.

RMM & Co. Advocates does NOT charge any fee for job applications.

Only shortlisted candidates will be contacted for interviews.

www.rmmandcompanyadvocates.com

Good luck!