

**Posting Date:**

March 2, 2026

**Position Title:**

Associate

**Salary Range:**

\$95,000.00 – \$115,000.00

**Job Description:**

Come make your mark at Mattice Legal, where we recognize the enormous value that an associate attorney can bring to our firm. We stand apart because of the opportunities that we offer – the chance to work on exciting matters for a dynamic sports and entertainment client base in an enjoyable work atmosphere.

We are looking for someone with a great attitude and intellectual curiosity, whom also possesses exceptional contract drafting and negotiation, research, and communication skills. The full-time attorney will develop relationships with clients as he or she learns about their business(es), establishes legal needs, provides counsel, helps them understand options and risk, and represents their interests. You will also conduct research, negotiate and prepare legal documents, and perform other duties to ensure that clients receive the best representation.

Our diversity of perspective makes us creative problem solvers and a better team. We're looking for an attorney who pursues excellence, enjoys working hard in a collaborative environment, will take initiative, and build relationships. Our clients include some of the most prominent names in the entertainment and live music space.

To succeed in this position, you must be hardworking, self-motivated, attentive, and proactive. You must also be an excellent communicator, negotiator, and problem solver.

Perks include:

- Health, vision, and dental insurance for eligible employees, including a \$500.00/month firm contribution;
- Disability and life insurance provided by firm for eligible employees;
- Partnership track with potential for future equity in firm;
- Profit sharing for business development;
- Professional dues reimbursed;
- Discretionary bonuses;
- Fifteen (15) paid holidays;
- Fifteen (15) paid days off (i.e., PTO);
- Relaxed dress code;
- Paid expenses to attend select client music events across the country; and
- Beautiful and modern office (free parking included).

Pay is commensurate with experience.

### **Responsibilities:**

- This is not a remote position; you will be expected to work out of our office in Williamsville, NY during normal business hours.
- Communicate with clients to learn about their legal needs and concerns and provide them with sage advice.
- Develop strategies to resolve matters favorably and cost-effectively for clients.
- Explain legal options to clients and bring possible outcomes or threats to their attention.
- Build relationships with clients based on trust, reliability, and execution.
- Research and draft memorandums of law on a variety of issues.
- Review and/or prepare various legal documents, such as buy/sell agreements, bylaws, shareholders agreements, operating agreements, employment agreements, equity grants, artist agreements, sponsorship agreements, venue rental agreements, co-promotion agreements, independent contractor agreements, intellectual property licensing agreements, co-existence agreements, demand letters, and commercial leases.
- Negotiate settlement of pending litigation matters or threatened disputes.
- Stay informed about current legislation, especially concerning our specialties.
- Find ethical solutions to legal matters.

### **Requirements:**

- Bachelor's degree in a related field.
- Juris Doctor from an American Bar Association accredited law school.
- Admission to the bar in the State of New York, in good standing.
- 3-5+ years of experience or expertise in corporate governance, commercial transactions, intellectual property, and/or mergers and acquisitions matters.
- Experience (i) administering and maintaining a high-volume of trademarks, including, but not limited to, preparing cease and desist letters, filing applications (with due diligence), extensions, statements of use, and the like, (ii) responding to USPTO office actions and handling Trademark Trial Appeal Board cases, and (iii) resolving copyright infringement matters is a plus.
- Commitment to abiding by local, state, and federal laws, and behaving ethically.
- Ability to work independently or collaborate with team members to develop strategies.
- Excellent critical thinking, interpersonal, and public speaking skills.
- Ability to negotiate, research, and communicate verbally and in writing effectively.
- Adaptability and attention to detail.
- Proficiency in Microsoft Outlook, Word, Excel, PowerPoint, Adobe, and Westlaw.
- 1,800 annual billable hourly requirement.
- Book of business is a plus.