



Associate Lawyer

Who We Are

Bright Law is a boutique litigation firm in the heart of Vancouver's Gastown. We help clients across British Columbia (and internationally) resolve residential and commercial tenancy disputes in BC, with a practice that includes proceedings before the Residential Tenancy Branch, judicial reviews in the BC Supreme Court, and related litigation and collection matters.

We do things a little differently. We are a young, collaborative, tech-forward and pet-friendly firm committed to excellent legal work without treating long hours as a measure of success. We want our lawyers to build rewarding careers while still having the time and energy to enjoy their lives outside the office.

Who We're Looking For

We are looking for an associate lawyer with approximately one to five years of post-call experience who enjoys litigation, advocacy and solving practical problems for clients.

Experience in residential or commercial tenancy law, administrative law or civil litigation would be helpful, but it is not essential. We provide hands-on mentorship and training and are more interested in finding someone with sound judgment, intellectual curiosity and a genuine desire to become an excellent advocate.

The successful candidate will be comfortable taking increasing responsibility for files while continuing to collaborate with and learn from other members of the firm.

Your Role

Depending on your experience, you will:

- Advise landlords and tenants on residential and commercial tenancy matters.
- Represent clients in proceedings before the Residential Tenancy Branch.
- Assist with and take conduct of judicial reviews in the BC Supreme Court.
- Handle related civil litigation, enforcement and collection proceedings.
- Draft pleadings, written submissions, legal opinions, correspondence and settlement documents.
- Attend hearings, examinations, and court appearances.
- Develop practical strategies that reflect each client's objectives, risks and budget.
- Communicate directly with clients and guide them through what can be a stressful and unfamiliar process.
- Manage files responsibly from initial assessment through resolution.
- Contribute to the firm's precedents, systems and collaborative culture.

Junior associates will receive guidance and supervision as they develop. More experienced candidates will have greater independence and opportunities to take the lead on files.

What You Bring

You must:

- Be a member in good standing of the Law Society of British Columbia, with no practice restrictions.
- Have approximately one to five years of post-call legal experience.
- Have strong written and oral advocacy skills.
- Be able to analyze legal and factual issues carefully and communicate advice clearly.
- Exercise sound judgment and take ownership of your work.
- Be organized, responsive and attentive to deadlines.
- Treat clients, opposing parties, adjudicators and colleagues with professionalism and respect.
- Be comfortable learning and using technology as part of an efficient legal practice.
- Most importantly, be someone comfortable working both independently and as part of a broader team.

Experience in tenancy law is an asset, but an interest in the practice area and a strong litigation foundation are more important.

How We Work

Bright Law does not centre its culture on a traditional billable-hour target. We care about the things that actually make someone a valuable lawyer: excellent work, sound judgment, responsive client service, responsible file management, collaboration and steady professional development.

That does not mean expectations are unclear or that the work is without demands. Litigation can be busy, deadlines matter and clients depend on us. But we believe excellent lawyers can meet those responsibilities without making work their entire lives.

You will have meaningful responsibility, direct client contact and opportunities to develop as an advocate, supported by colleagues who are accessible and invested in your success.

Compensation

The base salary for this full-time position is **\$105,000 to \$120,000 per year**, depending on experience, skills and overall fit.

Why Bright Law?

At Bright Law, you will have the opportunity to:

- Take on meaningful advocacy work early in your career.
- Develop your own judgment rather than simply completing isolated assignments.
- Work directly with clients and see the practical impact of your advice.
- Learn in a supportive and collegial environment.
- Help shape the systems and culture of a growing boutique firm.
- Use modern technology and practical processes to work more efficiently.

- Build an excellent legal career while maintaining a life outside the office.

We are looking for someone who takes their work seriously without taking themselves too seriously; someone who is thoughtful, capable, kind and eager to grow with us.

How to Apply

Please send your resume and a cover letter or covering email to info@brightlaw.ca. Tell us a little about yourself, your interest in litigation and why Bright Law appeals to you.

Applications will be treated confidentially.

To learn more about the firm and our work, visit www.bctenancylaw.ca.

Job category: Associate Lawyer

Position type: Full-time

Experience: 1–5 years

Education: Law degree

Salary: \$105,000–\$120,000, depending on experience