

David P. Shapiro, Esq.
Founder & CEOStefano L. Molea, Esq.
PartnerElmira Yousufi, Esq.
Associate Attorney

ASSOCIATE ATTORNEY

Do you have proven experience as a criminal defense attorney and are looking to join a firm that delivers excellence to its clients and creates a positive and lasting impact on the San Diego community beyond criminal defense? Perhaps you are a solo practitioner who loves what you do, but has grown tired of the responsibilities of running a law firm? Or you are a current Public Defender or Prosecutor who knows it is time to make a change but does not want to leave a career in criminal law?

If that's you, you'll step in immediately — carrying your own caseload, appearing in court, and owning your matters end-to-end with the precision, composure, and integrity this Firm demands. You'll be trusted as a true peer by the attorneys and staff you work alongside.

We're a San Diego-based boutique criminal defense firm that takes pride in being unconventional, thorough, and unapologetically committed to excellence. Excellence, for us, is not a goal — it's a habit. If you embody integrity, respect, clear communication, a positive outlook, and genuine adaptability, and if you thrive in fast-paced, high-stakes environments, this may be your role. This position is in-person, full-time, and we're hiring now.

WHAT WE'RE LOOKING FOR + WHAT YOU'LL DO

- **4+ years of criminal law experience.** Active private-practice criminal defense, public defender, or prosecutorial experience — what matters is that you've managed your own caseload and know your way around a courtroom.
- **Active California Bar membership in good standing.** No pending disciplinary matters.
- **Significant courtroom exposure.** Appearing in court with confidence and command. Comfortable and effective at arraignments, readiness conferences, motions, preliminary hearings, and trial proceedings. You don't freeze. Ever.
- **Demonstrated ownership of a caseload.** You manage deadlines, clients, discovery, negotiations, and strategy without hand-holding — but you know when to ask for help when it is needed.
- **Exceptional client communication.** You know how to listen, empathize, explain, and be straight with people during the worst moments of their lives. And your exceptional client communication is not only when *you* feel like providing it. You will build genuine rapport, set expectations, and uphold the firm's standards in every interaction.
- **Genuine commitment to our core principles** of integrity, respect, communication, positivity, and adaptability. These aren't buzzwords here — they define how we work every day and are the standard.
- **Sharp judgment and a strong work ethic.** How you do anything is how you do everything. No days off mindset.
- **Spanish Speaking?** Fluency in written and spoken Spanish is preferred but not required.
- **Eagerness to learn.** Ability and willingness to learn and leverage Agentic AI a plus.
- **Full-Time & On-Site.** This is not a remote/hybrid position. If that's what you're looking for, this isn't the right fit.

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WHAT WE OFFER

- Competitive base salary at or above market, commensurate with skill and experience, plus case origination bonus opportunities.
- Generous PTO and sick time policy
- Up to \$5,250/year in tax-free student loan and tuition repayment
- 401(k) with automatic employer contribution and cash balance retirement plan
- Firm-sponsored medical, disability, and life insurance for full-time employees
- Real support to grow and thrive — Meaningful caseload autonomy with real mentorship from the Firm's Partners plus a staff that shows up for each other

HOW TO APPLY

Serious and qualified applicants should email their resume and cover letter to Careers@DPShapiro.com. The cover letter must include: (1) a brief description of your current and recent caseload, including courts where you regularly appear; (2) specific examples of how you embody the Firm's core values outlined above; and (3) why you applied for *this* position at *this* criminal defense law firm. *BuciBoy#2026#LOODPS* should be in the subject line of the email, and the cover letter should be entirely in *bold*. Rest assured your application will be confidential.