

We're Searching for Our Next Chief Operating Officer

Not simply to manage a law firm. **But to help continue building one of the most innovative family law firms in the country.**

Laughlin Legal, PC represents founders, venture capital professionals, technology executives, entrepreneurs, physicians, professional athletes, and other sophisticated clients throughout Silicon Valley and California. Our matters frequently involve complex financial issues, executive compensation, founder equity, private equity, closely held businesses, international issues, and high-conflict custody litigation.

Over the past thirteen years, we have built one of California's fastest-growing family law firms. Our gross revenue has increased by approximately 25% to 50% year over year for thirteen consecutive years.

Why? Because we are relentless in our pursuit of excellence. We strive to provide the highest level of legal representation and client service in family law in California. We invest in exceptional people, embrace innovation, continually refine our systems, and refuse to become complacent. We believe that when you build an extraordinary team and deliver an extraordinary client experience, sustained growth naturally follows.

Just as importantly, we believe extraordinary results should never come at the expense of extraordinary people.

We have intentionally built a collaborative, collegial culture where people genuinely enjoy working together, support one another, and are committed to each other's success. We value excellence, but we also value balance. Unlike many firms, our attorneys are expected to bill only 1,400 hours per year, allowing them to spend meaningful time with their families, pursue personal interests, and build fulfilling lives outside the office.

We reject the notion that burnout is the price of success. Our experience has proven otherwise. By investing in exceptional people, creating outstanding systems, embracing innovation, and fostering a culture people are proud to be part of, we have achieved remarkable growth while maintaining a workplace where talented professionals choose to build long-term careers.

This is a true executive leadership position. You will serve as my strategic partner in shaping the future of the firm while leading our operations, people, technology, and long-term growth. You will have a meaningful voice in the future direction of the firm

and the opportunity to help build an organization that sets a new standard for family law.

Key Responsibilities:

- Executive leadership and strategic planning
- Recruiting, retaining, and developing exceptional attorneys and professional staff
- Associate coaching, mentoring, leadership development, and performance management
- Elevating every aspect of the client experience
- Optimizing Clio and leveraging its full capabilities across the firm
- Designing scalable systems, workflows, and operational excellence
- Leading the implementation of artificial intelligence and automation throughout the firm
- Coordinating marketing and business development initiatives
- Financial management, budgeting, billing, collections, profitability, and key performance metrics
- Developing and implementing strategic growth and expansion initiatives
- Helping design the firm's future leadership and partnership structure

The Ideal Candidate Will Have:

- Significant executive leadership experience within a successful law firm for a minimum of 5 years
- Demonstrated success building high-performing teams and scalable operations
- Extensive experience with Clio (Clio Certified Consultant or Clio Partner experience is strongly preferred)
- Exceptional financial, operational, and business acumen
- Experience implementing technology and AI solutions to improve efficiency and client service
- Outstanding emotional intelligence, leadership, judgment, and communication skills
- An entrepreneurial mindset with an unwavering commitment to excellence
- A passion for building organizations, developing people, and creating a culture where others thrive
- Excellent references and longevity in employment

We are building more than a successful law firm.

We are building a place where exceptional professionals can do the best work of their careers without sacrificing the people and experiences that matter most. We believe a law firm can be both extraordinarily successful and deeply human. We believe

innovation, kindness, accountability, and excellence can coexist. After thirteen years of sustained growth, we have demonstrated that they do.

If our next chapter excites you, we'd love to meet you.

Compensation

- Base salary: \$260,000–\$300,000, depending on experience
- Performance bonus
- Comprehensive benefits (health, dental, vision, 401-k, life insurance)
- 3 weeks' vacation
- 13 paid holidays
- Sick leave

Please send your résumé and a cover letter explaining why this opportunity speaks to you to careers@laughlinlegal.com.

Great law firms are not built by great lawyers alone.

They are built by visionary leaders who know how to attract exceptional people, create extraordinary systems, embrace innovation, and build organizations that endure.

If you're excited by the opportunity to help build one of the premier family law firms in the nation, we'd love to hear from you!



Amy Laughlin
Founding & Managing Partner