



Careers

At Kobre & Kim, our business professionals play an integral role in creating and sustaining the standards of operational excellence for the firm. Our culture fosters an entrepreneurial spirit and enables our employees to build meaningful careers.

Departments

Finance

The Finance Department at Kobre & Kim is committed to providing the highest level of financial controls for the firm while ensuring that all partners, lawyers and employees have the resources they need to be efficient. The collaborative and innovative environment of the department not only supports the immediate financial needs of the firm, but also plays a pivotal role in contributing to the long term success of Kobre & Kim.

The department is comprised of several key teams. These teams include Accounting, Billing, Payroll, FP&A, Finance Operations, Firm Affairs, and Pricing & Profitability. The teams work together seamlessly to manage our financial health, support strategic decision making and ensuring smooth operation of our firm.

Technology

The Technology Department operates with a commitment to key values such as customer support, security, communication, professionalism, and dedication. These principles are at the heart of everything we do.

Our team is dedicated to delivering exceptional customer support while ensuring the highest levels of data protection for both the firm and its clients. As a globally distributed team, we are constantly seeking ways to innovate, improve efficiency, and optimize our infrastructure and processes.

The department is organized into four core teams: Business Applications, Global Service Desk, Infrastructure and Information Security. Each of these teams plays a crucial role in maintaining smooth, secure, and efficient operations across the firm.

Global Legal Services

Our Global Legal Services (GLS) Department is comprised of Legal Staffing & Utilization, the Analyst, Specialist and Litigation Assistant Programs, Legal Project Management, Pro Bono, and Managing Attorney's Office, inclusive of E-Discovery, Attorney Admissions, Docketing & Calendaring, Court Filings, and more.

The GLS teams and programs are critical to case teams operating efficiently and seamlessly. Our effective and innovative methods of deploying these resources across the firm ensures our clients' needs are addressed by the required expertise at every level, and thereby assuring the continued success of the firm.

Global Operations

Our Global Operations Department drives the firm's strategic objectives by ensuring seamless day-to-day functionality. The team consistently seeks out innovative and efficient processes, enabling team members to work effortlessly. From real estate and facilities management to travel, business continuity, and administrative services, Global Operations provides essential support across a wide range of functions, ensuring that every need is met promptly and efficiently.

People Team

Our People Team is all about supporting both our employees and the business through the development of effective talent programs, policies and practices. It is comprised of specialist teams that work together to ensure a great employee people experience through:

Talent Acquisition: Developing a sound recruiting strategy based on substantive need and culture fit of the firm.

Total Rewards and Benefits: Attracting and retaining talent through competitive compensation, benefits, perks and other recognitions that motivate our people to not only remain with Kobre & Kim, but to perform at their very best.

Attorney Development: Ensure continued success through effective development and learning initiatives.

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HR Operations: Providing best in class HR Operations that ensures employees have access to what they need, and that they understand the policies establishing the mutual commitments between them and the firm.

Employee Relations: Effective resolution of internal conflicts that may be serving as barriers to success.

We are dedicated to creating a positive and inclusive work environment where everyone can thrive and reach their full potential. Our goal is to develop the strategies and tools to make every employee feels valued and empowered to do their best work!

Strategy

Strategy supports, enhances, and supplements our lawyers' efforts in demand creation (network expansion and cultivation), conversion and creative expansion to continuously build a pipeline of high-value client matters. Strategy develops and implements strategies at the firmwide, product, regional and individual lawyer levels.

Strategy consists of Business Development, Product Management, Third-Party Distribution, Marketing & Communications, Underwriting and Value Optimization, and Knowledge Management & Learning — specialized yet integrated teams that collaborate to enhance the firm's effectiveness, scalability, and profitability by driving global product development, training, lawyer alignment and client experience.

Legal

Our Legal Department is key to our success as the firm handles complex, cross-border matters and is subject to a myriad of professional conduct rules, regulations, and standards. In addition to ensuring compliance with these obligations, we proactively manage all risk faced by the firm, and our team is involved in eliminating conflicts of interest, conducting client due diligence, structuring engagements. Our approach differs from most law firms in that lawyers in our Legal Department are involved in each of our matters to provide support and guidance. Our Legal Department's dedication to the highest ethical standards ensures we promptly address any potential breaches or conflicts, enabling us to provide a high-quality service to our clients.

What do we look for?

At Kobre & Kim, our business professionals are dedicated and hardworking individuals who thrive in our collaborative, innovative and dynamic teams. Our ideal candidates are those who want to contribute to the firm's success, whether by directly supporting our lawyers or by playing a crucial role in the broader team that keeps our operations running smoothly.

We value individuals who are happy to think outside the box, and take pride in their work regardless of level. Your ability to bring fresh perspectives and creative solutions is crucial in helping us maintain our reputation for excellence. Professionals who thrive here are friendly, proactive, adaptable, and ready to tackle challenges head-on.

If you are passionate about making a difference in your job, eager to work in a collaborative setting, and driven by the opportunity to support groundbreaking legal work, Kobre & Kim is the place for you. Join us and be a part of a team that values innovation, dedication, and the pursuit of excellence.

What we're looking for:

Dedicated individuals: We value those who are committed to their work and take pride in their contributions.

Creative problem-solvers: Your ability to think outside the box and bring fresh perspectives will be essential to our success.

Team players: Our environment fosters collaboration and teamwork, so individuals who enjoy working with others will fit in well.

Adaptability: The legal landscape constantly evolves, so we're looking for professionals who thrive on new challenges and opportunities.

What do business professionals get out of working for Kobre & Kim?

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Being part of our business professional team will give you the ability to support our lawyers on matters unrivaled in the world of premium high-stakes litigation. By joining Kobre & Kim, you will get access to:

Impactful Work: Partner with legal minds at the forefront of their field. Your insights and solutions will directly support complex, high-stakes cases that shape the legal landscape.

Growth and Development: We invest in your future. Access robust training programs, mentorship, and professional development resources to expand your skillset and reach new heights.

Collaborative Culture: Thrive in an environment that fosters teamwork, innovation, and mutual respect. Your contributions are valued, and your ideas are heard.

Global Reach: Gain exposure to international teams and work alongside colleagues from diverse backgrounds. Broaden your horizons and build a global network.

Competitive Compensation: Enjoy a rewarding compensation package that recognizes your talent and dedication. We offer comprehensive benefits and perks to support your well-being. More information on our benefits can be found below.

A chance to make a difference: You'll have the opportunity to play a vital role in supporting our lawyers and ensuring our business operations are best in class.

Whether you're a seasoned professional or just starting your career, Kobre & Kim provides a platform to elevate your skills, expand your knowledge, and achieve your professional ambitions. Explore a world of possibilities beyond law.

Learning and Development

Professional development is critical to the firm's success. We ensure all our Business Professionals are provided with Learning and Development opportunities to ensure that they have the tools they need to excel in their roles and meet firm goals. Recently, we've focused on our Management Training Series, which equips both new and existing managers with the skills to develop and empower their teams. Some of the key training sessions include:

- Strategies for Effective Management
- Selecting Top Talent: Recruitment and Interview Skills
- Building Motivated Teams
- Conflict Resolution for Harmony

Additionally, we've partnered with Skillsoft to offer our business professionals access to a wide range of high-quality professional development training. Skillsoft provides numerous learning opportunities that our employees can utilize for their growth and development.

Benefits

In return for your dedication, we will offer you excellent rewards, unlimited support, training and the chance to add value from day one in a non-hierarchical environment.

Our benefits are carefully selected to reflect our global presence, ensuring competitive offerings across all our offices worldwide.

Contact Details

Please direct all inquiries, including from applicants and search firms, to the Business Professional Recruiting team at <mailto:bprecruiting@kobrekim.com>.