

## Of-Counsel Attorney – Cruz Law, LLC

Cruz Law, LLC, is a fast-growing, boutique, Anchorage-based law firm with a thriving estate planning, trust administration, and business law practice. We are looking for an Of-Counsel Attorney to join our growing firm.

Primarily, we educate and advise clients about how best to keep their families out of court and out of conflict during incapacity or upon death, and we prepare the necessary estate planning documents to accomplish their important goals. We provide trust administration services when needed. We work with business clients on a wide range of transactions, such as business organization and succession planning, all with a focus on optimizing their legal, insurance, financial, and tax (LIFT) systems.

At Cruz Law, we consider ourselves to be “relational” attorneys, not “transactional” attorneys. Our clients hire us to be their lawyer for life. We are not only trusted advisors for our clients, but we are also a resource for their families during times of need. Blyss Cruz, founding attorney of Cruz Law, is nationally recognized as a Personal Family Lawyer®. If hired, you will also be expected to complete the required training to become a Personal Family Lawyer®, prior to engaging your first client. Such training materials will be provided to you if you are the successful candidate.

As an Of-Counsel Attorney, you will build your own client list and will be compensated on a percentage-based structure, which will be determined by who generated the client (your own efforts vs. the Firm’s efforts). Cruz Law will provide you with office space within the Firm, along with all necessary office equipment, software, and supplies, as well as support staff. Cruz Law will also provide a budget for referral partner lunch/presentation expenses.

If you are the successful candidate, you will become part of an upbeat, fast-paced, fun, and dynamic law practice. Blyss has committed herself to running a business where all employees maintain a service mindset, and where the primary goal is to help as many Alaskan families get their affairs in order as possible.

Non-negotiable qualifications are:

- An understanding of the importance of estate planning
- An ability to empathetically discuss highly sensitive topics, such as death and incapacity
- A strong desire to help others
- Self-motivation and a strong work ethic
- A talent for educating people about estate planning and the ability to speak in front of small- to medium-sized groups
- A collaborative spirit and a great attitude, including a good sense of humor
- High attention to detail

- Providing exceptional client service and a high level of client communication
- Excellent oral/written communication and organizational skills
- Juris Doctor from a U.S. accredited law school

Preferred (but not required) qualifications are:

- Experience in estate planning or tax matters
- Experience in business law matters

Compensation and Benefits include:

- Competitive percentage-based compensation based on well-established premium flat-fee estate planning packages or Firm-designated hourly rates
- Employer paid Alaska Bar Association dues, CLEs, and malpractice insurance
- Budget for referral partner lunch and presentation expenses
- Employer-paid BNI membership and other marketing materials
- Retirement plan with matching firm contributions
- Employer-subsidized Group supplemental benefits (e.g., dental, vision, life, short-term disability insurance)
- Ability to drive your own level of compensation and growth, based on how many clients you want to serve each month

Current Alaska Bar Association membership is required and can be obtained upon hiring. Qualified and interested applicants should email a resume and cover letter to Blyss Cruz at [blyss@bcruzlaw.com](mailto:blyss@bcruzlaw.com).