

# ATTORNEYS

Hodgson Russ is committed to expanding our firm through the hiring and development of both entry-level attorneys and experienced lateral attorneys.

## Entry Level Attorneys

We hire entry-level attorneys primarily through our Summer Associate Program. For more information, please [CLICK HERE](#). We also recruit third-year law students as needed for our growing practice areas.

## Lateral Hiring

Our lateral hiring is based on the needs of our practice groups and the needs of our clients. We are also always interested in considering groups of experienced attorneys who possess a self-sustaining portable practice and would like to integrate into our firm.

Whether or not we have a particular need, if you are an attorney with an outstanding record of academic and professional achievement, and you believe you would thrive at our firm, please contact us. Our needs change over time.

## Current Opportunities

To submit a resume, cover letter, and transcripts for consideration for any of the following positions, please click below.

### Finance Partner (NYC)

Hodgson Russ LLP is seeking a New York-licensed Banking and Finance attorney with ten or more years of experience representing both borrowers and lenders in sophisticated commercial lending transactions. Preferred candidates should have experience negotiating, structuring and documenting both secured and unsecured financing transactions for borrowers and lenders, including asset-based financings, senior, mezzanine and subordinated debt transactions, cross-border financings, commercial mortgage transactions, and opinion letters. The candidate will be joining a team dedicated to assisting one another in developing new client relationships; candidates seeking to take initial business development success to the next level in a favorable rate environment are encouraged to apply.

Hodgson Russ's record of service to the financial services industry spans nearly two centuries, and we represent a diverse client base of borrowers, institutional issuers and sponsors on a wide variety of financing transactions. We also have been proud to represent more than 80 U.S.-based and foreign financial institutions, ranging from large multistate banks to small community banks, as well as non-traditional lenders, servicers, and other financial services institutions.

Hodgson Russ offers competitive compensation and a comprehensive benefit package, including medical, dental, vision, life, long term disability, flexible spending, 401(k), Paid Time Off, pension plan, and more. At this time, the

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good faith estimate of the annual salary range for this position, if the successful applicant is based in New York City, is \$200,000 to \$450,000. Where a successful applicant is slotted within this range will vary based on legitimate criteria, such as experience, portables, and skill level. This range is not applicable to other locations.

### **Employee Benefits Attorney (Buffalo)**

Hodgson Russ LLP is seeking an employee benefits attorney with at least three years of experience for its Buffalo office to join its sophisticated and nationally recognized employee benefits practice. The attorney should have a broad employee benefits background including comprehensive knowledge of counseling and advocacy services to assist clients in designing, establishing, maintaining, and operating a wide range of retirement, welfare, executive compensation, and fringe benefit plans. The ideal candidate will have employee benefits experience in mergers and acquisitions due diligence and transactional matters. Strong academic credentials and excellent written and verbal communication skills are also required.

The successful candidate will join our sophisticated and nationally recognized employee benefit practice which has substantial experience in advising a diverse client base in a wide range of compensation and benefits matters. From establishing, maintaining, and operating tax-qualified retirement plans, welfare benefits, non-qualified deferred compensation arrangements, stock-based compensation programs and specialized compensation programs for executives, to due diligence review in large-scale mergers and acquisitions, our attorneys focus on helping clients achieve their employee benefits objectives.

Hodgson Russ offers competitive compensation and a comprehensive benefit package, including medical, dental, vision, life, long term disability, flexible spending, 401(k), Paid Time Off, pension plan, and more. At this time, the good faith estimate of the annual salary range for this position, if the successful applicant is based in Buffalo, is \$135,000 to \$160,000. Where a successful applicant is slotted within this range will vary based on legitimate criteria, such as experience, portables, and skill level. This range is not applicable to other locations.

### **Corporate Attorney (NYC)**

Hodgson Russ LLP is seeking a corporate attorney with at least five to fifteen years of experience for its New York City office. The attorney should have significant experience with middle-market M&A transactions on the buy-side and sell-side, joint ventures, corporate governance, and commercial contracts. The candidate should be comfortable working on deal teams of varying sizes; coordinating extensively with subject-matter specialists; drafting definitive agreements, ancillary documents and agreements, and commercial agreements; training and developing more junior team members; and have exhibited a high degree of responsiveness and ability to multi-task. The candidate will be joining a team dedicated to assisting one another in developing new client relationships; candidates seeking to take initial business development success to the next level in a favorable rate environment are encouraged to apply.

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\$160,000 to \$450,000. Where a successful applicant is slotted within this range will vary based on legitimate criteria, such as experience, portables, and skill level. This range is not applicable to other locations.

### **Federal Tax Attorney (Buffalo, Rochester, NYC, Florida, or Toronto)**

Hodgson Russ LLP is seeking a U.S. federal tax attorney to join its growing and dynamic tax practice for its Buffalo, Rochester, New York City, Florida, or Toronto office. The ideal candidate will have five to fifteen years of experience advising on U.S. federal tax matters in connection with cross-border issues involving both high-net-worth individuals and business entities.

Our tax attorneys provide guidance on the full range of U.S. federal business and personal tax issues for clients on both domestic and international matters, including multi-national *Fortune* 500 companies, public companies, privately held businesses, emerging technology companies, venture capitalists, investors, business owners, executives, and high-net-worth taxpayers. Hodgson's tax practice area includes the largest number of tax attorneys practicing in Upstate New York.

Hodgson Russ offers competitive compensation and a comprehensive benefit package, including medical, dental, vision, life, long term disability, flexible spending, 401(k), Paid Time Off, pension plan, and more. At this time, the good faith estimate of the annual salary range for this position is \$145,000 to \$350,000. Where a successful applicant is slotted within this range will vary based on legitimate criteria, such as experience, skill level, and office location.

### **Trusts & Estates Associate (Buffalo or Rochester)**

Hodgson Russ LLP is seeking a Trusts & Estates attorney with four to six years of experience for its Buffalo or Rochester office. The successful candidate will have experience in high net-worth tax and estate planning, wealth preservation and charitable giving, estate and trust administration, and business succession planning.

Our Trusts & Estates attorneys have decades of experience advising clients on all aspects of estate planning, multi-generational wealth preservation, estate and trust administration, and taxation of estates and trusts. Our trusts and estates attorneys work collaboratively with other practice areas to provide comprehensive solutions. Whether for high-net-worth individuals, businesses, nonprofits, or corporate trust departments—and in local, multistate, and multinational transactions—our attorneys deliver sophisticated strategies for each client.

Hodgson Russ offers competitive compensation and a comprehensive benefit package, including medical, dental, vision, life, long term disability, flexible spending, 401(k), Paid Time Off, pension plan, and more. At this time, the good faith estimate of the annual salary range for this position, if the successful applicant is based in Buffalo or Rochester is \$125,000 to \$165,000. Where a successful applicant is slotted within this range will vary based on legitimate criteria, such as experience and skill level.

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## Finance Partner (Buffalo, Albany, Toronto, Albany, or Florida)

Hodgson Russ LLP is seeking a New York licensed Banking and Finance attorney with ten or more years of experience representing borrowers and lenders in sophisticated, middle market commercial lending transactions. Preferred candidates should have experience negotiating, structuring and documenting both secured and unsecured financing transactions for borrowers and lenders, including commercial mortgage transactions, acquisition financings, asset-based financings, senior, mezzanine and subordinated debt transactions, cross-border financings, and opinion letters.

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Hodgson Russ offers competitive compensation and a comprehensive benefit package, including medical, dental, vision, life, long term disability, flexible spending, 401(k), Paid Time Off, pension plan, and more. At this time, the good faith estimate of the annual salary range for this position, if the successful applicant is based in Buffalo, Rochester, or Albany, is \$175,000 to \$300,000. Where a successful applicant is slotted within this range will vary based on legitimate criteria, such as experience and skill level.

## Business Litigation Associate Attorney (Buffalo or Rochester)

Hodgson Russ LLP is seeking an attorney for its Business Litigation group in the firm's Buffalo or Rochester office. The ideal candidate will have at least three years of experience in commercial litigation including handling depositions, motion practice, court appearances, and managing electronic discovery. Candidates must have excellent written and verbal communication skills and a strong academic record.

Hodgson Russ litigators represent a diverse array of clients including domestic and international businesses and individuals in commercial disputes of all types, including, among numerous others, contract; corporate; construction; energy; environmental; False Claims Act relator and defense; health care compliance, fraud, and abuse; insurance defense and subrogation; intellectual property; labor and employment; pension and ERISA; real estate and finance; real property tax assessment; securities; telecommunications; transportation; utility regulation; and white-collar crime.

Hodgson Russ offers competitive compensation and a comprehensive benefit package, including medical, dental, vision, life, long term disability, flexible spending, 401(k), Paid Time Off, pension plan, and more. At this time, the good faith estimate of the annual salary range for this position, if the successful applicant is based in Buffalo or Rochester is \$135,000 to \$160,000. Where a successful applicant is slotted within this range will vary based on legitimate criteria, such as experience, portables, and skill level. This range is not applicable to other locations.

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## Corporate Associate Attorney (Albany)

Hodgson Russ LLP is seeking a sophisticated transactional attorney to join its Corporate practice group in its Albany office. The successful candidate will have five or more years of experience with significant competency in corporate, tax or trust & estates, and commercial matters. LL.M. in Tax or an accounting background is preferred, but not required.

The practice group represents privately-held companies and their owners concerning corporate, tax and commercial matters, including choice of entity, mergers and acquisitions, and business succession planning. We represent business owners, entrepreneurs, executives, and ultra-high net worth individuals in all aspects of income, gift, estate, and generation-skipping transfer tax planning, and fiduciaries concerning trust and estate administration matters.

Hodgson Russ offers competitive compensation and a comprehensive benefit package, including medical, dental, vision, life, long term disability, flexible spending, 401(k), Paid Time Off, pension plan, and more. At this time, the good faith estimate of the annual salary range for this position if the successful applicant is based in Albany is \$145,000 to \$225,000. Where a successful applicant is slotted within this range will vary based on legitimate criteria, such as experience and skill level.

## Questions about our open positions? Please contact our Attorney Recruiting Manager:

Amy Hayes Atkinson (she/her/hers), Attorney Recruiting Manager  
The Guaranty Building 140 Pearl Street, Suite 100  
Buffalo, NY 14202-4040  
Tel: 716.848.1612 Fax: 716.849.0349  
aatkinson@hodgsonruss.com

Hodgson Russ LLP is an Equal Opportunity Employer. The Firm is committed to providing equal employment opportunities regardless of race, color, religion, sex, gender, gender identity, gender expression, sexual orientation, national origin, age, disability, veteran status, familial status, or any other legally protected basis. <https://www.hodgsonruss.com/about-diversity.html>

*Disclaimer: Legal search firms that wish to present candidates to Hodgson Russ must do so through the attorney recruiting manager, Amy Atkinson [aatkinson@hodgsonruss.com](mailto:aatkinson@hodgsonruss.com), and will be expected to sign our law firm's fee agreement before we interview their candidates. Search firms that do not introduce a candidate through the attorney recruiting manager will not be recognized by Hodgson Russ for purposes of "ownership" of the candidate. If you have a candidate who does not fit a listed opening but you wish to approach us about that person, the candidate's identity should not be released until approval has been given by the attorney recruiting manager. Your search firm will not be entitled to receive any compensation as a result of a decision by Hodgson Russ to offer employment to any such candidate unless our fee agreement is in place between our law firm and your search firm.*