Careers

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Joining Trenam

Your talent, combined with our practice and culture adds up to mutual success.

Why Join Trenam?

Our team members at Trenam Law enjoy a long and thriving career. We have been recognized numerous times as a “best place to work” and those who join Trenam are most often surprised by the friendly, supportive environment which makes us unique in the legal industry. Since its founding, we have been known for the quality of our lawyers and, of course, those high standards apply to all team members who make Trenam Law a great place to work. As part of our culture, we understand the importance of teamwork, where utilizing our legal skills and delivering excellent client service is the ultimate common goal. The firm takes teamwork seriously and, in addition to numerous group events, devotes a half-day each year to a firmwide team building activity, as well as other group activities throughout the year, that reinforces teamwork as an important core value.

Opportunity

Our firm's size and reputation leads to opportunities to work on sophisticated and challenging legal matters while remaining small enough that team members can make a big difference. We hire those we believe will thrive in our environment, which is fast-paced and deadline driven. Team members are service oriented, motivated, able to take initiative and highly competent. Associates often have the opportunity to assume more significant responsibility earlier in their careers while being mentored and supervised by more senior attorneys. Attorneys, and their assistants, will find effective support for technology, client development, marketing efforts, billing/collections or benefits. Stewardship of our law firm is always a top priority for the Executive Board, practice group leaders, administrative management and each individual.

Our Culture

We value the culture established by the founding members of the firm and it has remained our priority throughout the firm's history. Our culture allows us to work as a team in an environment with an open-door policy, excellent benefits, training for work and life skills, routine social activities, modern offices, and regular performance feedback. We are proud of our track record of attorneys who have been elevated in their positions and in leadership roles. We appreciate the diversity of perspective experienced attorneys bring to Trenam. Team members in all areas who join Trenam often note the collegial welcome they receive upon joining. We are always happy to hear from talented professionals who are interested in making a change to a firm where they will be supported and encouraged to make a significant impact.

We invite you to learn more about our firm through the rest of our website and to contact us at HRResume@trenam.com if you wish to be considered for employment.

Erin Aebel

Joining Trenam has been the highlight of my career because its excellent, collaborative attorneys are a great fit for my clients. Also, Trenam has a historical and current record of elevating, advancing and supporting its women attorneys to maximize their careers and give them leadership opportunities.

Fred McClure

After practicing in global law firms for more than 20 years, I joined Trenam because it gives me the ability to develop and service a local/regional client basis in addition to my national and international clients. It is great to work at a firm with a deep commitment to the communities in which we live and work.

Brian Tunis

The recruitment process including onboarding, training and communication was very easy, especially since I was relocating to the Tampa Bay area. The attorneys in the Business Transactions group determined my skill-set rather quickly and I was given projects to work on right away which helped in being part of the team and servicing clients.

Shirin Vesely

I joined Trenam because it provides strong support, resources, and synergies with varying legal specialists. This helps me ensure that the full-service needs of my clients are met. My Trenam colleagues are exceptionally collaborative which allows my clients to benefit from more meaningful analysis in an efficient manner. Trenam's professional and collegial atmosphere is extraordinary and cultivates long-lasting relationships.

Summer Associate

Trenam's Summer Associate Program provides selected law students with an opportunity to gain practical legal experience and the potential to be offered a full-time associate position after graduating from law school. Summer associates are typically selected a year before their post-2L year summer, with interviews taking place during their 1L Spring Semester. Students at law schools where Trenam does not interview on campus should submit a resume, transcript copy and brief writing sample through HRResume@trenam.com soon after receiving their first semester grades.

Summer associates are encouraged to work on projects from a variety of practice areas to gain diverse experience. Typically, summer associates are involved in conducting research on applicable case law, initial document drafting, and observing depositions, trials, closings and client meetings. Program leaders conduct regular meetings to discuss available projects and provide guidance, and to act as mentors throughout the program. Regular feedback is offered based on evaluations from our conversations with supervising attorneys. Additionally, the summer includes opportunities to get to know our attorneys through social events and scheduled lunches.

We understand it is often difficult to distinguish one law firm from another. We are confident from the initial interview to the summer working with us, you will experience what sets Trenam apart from other law firms and that is the quality of our team members, our commitment to excellent legal service, the culture of our firm, and our commitment to our clients.

Open Positions

Business Transactions

- **Mid-Level Business Transactions Associate** (4+ years) – with a corporate and mergers & acquisitions work background. Experience of 4+ years is needed in corporate formations and transactions, as well as mergers & acquisitions.

Employment Law

- **Employment Law Associate Attorney** (2+ years) – Prior employment law experience of 2+ years and thorough knowledge of federal, state and local employment laws required. This attorney will advise employers on compliance with employment laws, represent employers in government agency investigations and litigation of employment claims, and draft employment agreements, forms, policies and procedures. Must be able to handle a heavy workload and provide timely responses to supervising attorneys and clients.

- **Employment Law Mid/Senior-Level Attorney** (7+ years) – Prior employment law experience of 7+ years and thorough knowledge of federal, state and local employment laws required. This attorney will be expected to independently advise employers on compliance with employment laws, represent employers in government agency investigations and litigation of employment claims, and draft employment agreements, forms, policies and procedures. A portable practice is preferred but not required. Interested candidates must be willing to supervise, train and mentor associates and engage in efforts to build the firm's employment law practice.

Litigation & Dispute Resolution

- **Construction Litigation Shareholder** (10+ years) – litigator, located in **Tampa, FL**, specializing in construction related disputes, support before/during construction projects, lien law, environmental regulations and/or government contracting. A portable practice is expected, with experience building a practice and working with other attorneys to enhance service to clients and growth of the practice.
- **Eminent Domain Litigation Assistant** (3+ years) – seeking a Legal Assistant to provide high-level litigation and administrative support to attorneys in the firm's Litigation and Eminent Domain practice groups. This role will support case and client file management, calendaring and deadlines, discovery coordination, court filings, document preparation, and deposition and trial preparation while ensuring the efficient operation of matters in a fast-paced legal environment. The ideal candidate is proactive, highly organized, detail-oriented, and experienced in managing confidential information, coordinating with courts and opposing counsel, and delivering exceptional client service.
- **Legal Assistant – Litigation** (3+ years) – seeking an experienced Legal Assistant to provide high-level commercial litigation and administrative support to attorneys in the firm's Litigation and Dispute Resolution practice group in our **Tampa** office. This role will support case and client file management, attorney calendaring and deadlines, court filings, legal document preparation, matter openings, deposition and trial preparation, and day-to-day litigation operations. The ideal candidate is proactive, highly organized, detail-oriented, and experienced in managing multiple matters, handling confidential information, and delivering exceptional client service. Experience with iManage/DMS, Aderant, and litigation support processes is preferred.

Private Client Services

- **Trusts, Estate Planning, Probate Shareholder** (10+ years) – experienced attorney specializing in estate/wealth planning, probate administration, guardianships, and succession planning. Experience should include complex planning and tax issues, working with sophisticated clients and large estates. A portable practice, an LL.M. in tax or significant experience and a willingness/history working with other attorneys to enhance service to clients and growth of the practice are expected.
- **Trusts, Estate Planning, Probate Attorney** (4+ years) – seeking an experienced attorney in the firm's Private Client Services Practice Group in **Tampa, FL**. The candidate we are seeking needs to have 4 + years of experience in estates, trusts, wealth planning, probate administration or some combination. An LLM in taxation is required, as is experience with complex trusts, estate planning and probate administration.

Real Estate & Lending Transactions

- **Transactions Real Estate Paralegal** –seeking an experienced Commercial Real Estate Paralegal to join our **St. Petersburg** office. This role requires a detail-oriented professional with strong organizational skills and experience supporting complex real estate transactions.

Lateral Attorneys

- Trenam is open to attorneys who have a portable practice and are looking to move to a firm offering a positive environment and administrative support to make the transition straightforward. We will be willing to consider additions in all practice areas for those who have a self-sustaining practice. We have other attorneys and paralegals to assist when there are additional needs.

Technology

- **IT Support Specialist** (2+ years) – seeking an IT Support Specialist to provide on-site technical support to attorneys, paralegals, and administrative staff working in the firm's downtown **Sarasota** office. This role ensures the reliable operation of computer systems, software applications, mobile devices, and office technology while delivering exceptional customer service in a fast-paced legal environment.

Please email resumes to HRResume@Trenam.com for consideration. Trenam Law is an EEO employer.