

Pushor Mitchell Associate Lawyer - Employment

Who we are:

Pushor Mitchell LLP is a full-service law firm located in Kelowna, British Columbia, with more than 50 years serving the Okanagan region. We are the largest firm outside the Lower Mainland, with a team of over 35 lawyers and 100+ staff. We deliver relationship-driven legal excellence across a wide spectrum of practice areas, and we have built a reputation for trust, community involvement and legal leadership.

Our Values

- **Strive for Excellence:** We're committed to life-long development and delivering the highest standard of work and service.
- **Do the Right Thing:** We always choose to do the right thing, even when it's not the easiest to do.
- **Community:** We make sure to support our community and do all that we can to help it thrive.
- **People First:** We invest in our people.

Why Pushor Mitchell? We're Committed to Fostering Success

- **Learn More & Lead Sooner:** From day one, you'll be teamed with highly skilled senior lawyers, and you'll be entrusted with ownership of files early in your career. We believe in giving you real responsibility so you can grow your leadership and legal judgment fast.
- **Grow Your Career. Expand Your Expertise.** As a full-service firm, you'll have access to diverse practice areas, comprehensive resources, mentorship, and deep knowledge-sharing. This gives you a competitive edge in the market and lets you build a well-rounded legal practice.
- **Collaborative Culture:** We succeed as a team. From experienced partners to promising associates, from talented paralegals to dedicated support staff — we support each other, exchange ideas, and work together to deliver excellence for clients, and to grow professionally.
- **Roots & Reputation:** Our legacy in the Okanagan is not just about years in business, but about the way we are embedded in the community — through legal, charitable, cultural, sporting, and business circles. At Pushor Mitchell you can build a career with purpose and be part of something that matters.
- **Purpose & Fulfillment:** If you want more than just casework, here you'll find opportunities to contribute meaningfully — whether through impactful client work, giving back to the community, or being part of a firm where excellence, integrity, and service are more than just words.

Who you are: A Skilled Employment Lawyer who:

- Values delivering high-quality legal work and excellent client service.
- Thrives in a fast-paced, high-performing environment, while maintaining composure and professionalism.

- Is motivated, resourceful, and enjoys handling complex and sensitive matters.
- Seeks continuous learning and growth, with a willingness to engage broadly across multiple practice areas.
- Has strong communication skills, both with clients and internally with various teams.

Key Responsibilities & Opportunities:

- Manage litigation files in areas such as: Commercial, Construction, Employment, Personal Injury, Real Estate, Civil litigation.
- From early in the role, take ownership of your files: research, strategy, drafting, negotiations, court appearances.
- Collaborate with senior lawyers across practices to deliver integrated legal solutions
- Provide practical, cost-effective, results-oriented advice to clients.
- Step into leadership roles as opportunities arise — mentoring more junior staff, contributing to firm initiatives.

Key Qualifications:

- 4-6 years of relevant litigation experience in one or more of the above areas.
- Member in good standing with the BC Law Society, or eligible/capable of transferring from another Canadian law society.
- Commitment to legal excellence, with a practical, client-focused mindset.
- Strong judgment, ability to work under pressure, manage deadlines, and navigate complex issues.
- Experience or connection to the Okanagan is an asset.

Compensation & Wellness

- Competitive base salary: \$120,000 – \$130,000 per annum
- Lucrative bonus program
- Extended health, dental, mental health, and vision benefits
- Paid time off for personal time, sick leave, and parental leave
- Firm-paid professional dues and insurance
- Firm-paid parking stall near the office
- Allowances for:
 - Health & Fitness
 - Professional Development
 - Discretionary Marketing
 - Cell phone

Location: In-office, Kelowna, BC

Please send your application to recruitment@pushormitchell.com