

SALCEDO & ASSOCIATES, P.C.

Practicing Precision in Civil Litigation

El Paso, TX | Las Cruces, NM

A Message from our CEO & Managing Partner



Do you want to spend another 3 to 5 years waiting to practice after you just spent 3 years training to be an attorney? **If your answer is, "No, I'm done waiting; I want to practice," then our firm can help you escape the tired, old law firm model.** You won't be chained to your desk writing internal memos that no one reads, completing document review that AI can do for us, and serving as a glorified legal assistant to a partner. Instead, as a first-year Associate Attorney at Salcedo & Associates, you will be taking depositions, conducting hearings and trials in court, working directly with our clients, and developing new clientele. We can offer you this distinctive associate experience through our unique professional development approach.

Our unique approach to associate practice and development rests on 3 fundamentals: (1) learning through actual practice, (2) embracing AI technologies, and (3) providing unobtrusive support. First, you will never truly learn how to practice law by watching and helping others practice law. You must get into the courtroom, ask witnesses questions, argue motions, and draft pleadings for yourself. This is the only way to learn and grow as an attorney. While learning through actual practice can be daunting, this approach accelerates your growth and skills at an extraordinary rate, allowing you to outpace the competition and gain critical experience.

Second, there has never been a greater threat nor a greater opportunity in the practice of law than those posed by AI. AI threatens to replace attorneys and law firms. The only way to address and neutralize this threat is to *embrace AI technologies* and integrate them into our daily practice. When associates, paralegals, and legal assistants tell me that they used an AI tool to complete a project, I don't criticize them, I applaud and encourage them. We have integrated Gemini, ChatGPT, and Westlaw CoCounsel into our practice. And as new AI technologies emerge we will continue to train our associates in how to use and integrate these technologies into everyday practice.

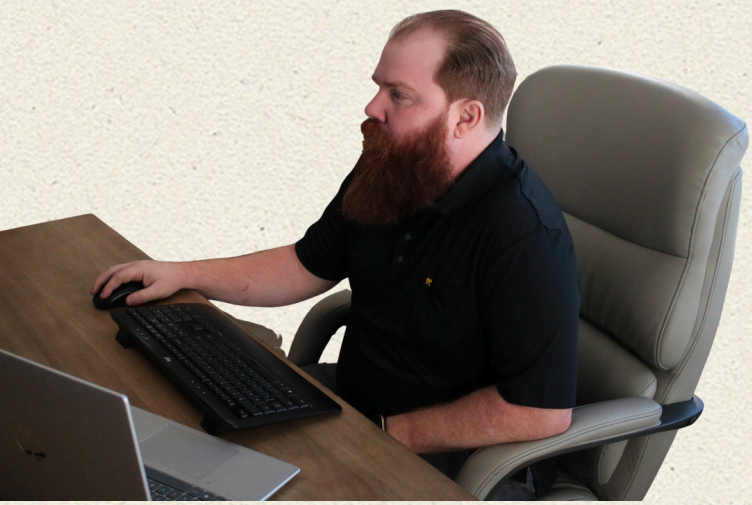
Third, I make the following promise to all my associates: *my door will always be open and I will always be there to help you*. The emphasis, however, is on the word help. I can already practice law, which is how I've been able to take my firm from a small solo practice to a dual-office, two-state law firm. So, why would I be overbearing and obtrusive in your learning process? All that would do is rob you of opportunities for working and growing because I would be supplanting your work with mine. I am not here to supplant you; *I am here to provide unobtrusive assistance and guidance*. Sometimes this means spending hours or days together rewriting and redrafting an outcome determinative motion; sometimes this means having a quick conversation to bounce ideas off each other. Through this approach, I foster independence and growth in my associates to become leaders and partners at the firm.

If our unique approach sounds like the associate experience that you want, please apply to join our team! We look forward to meeting you!

Compensation & Benefits

First Year Associate Compensation

Yearly Billable Hours Requirement	1,740
Base Salary	$110,000
Monthly Healthcare Stipend	$500
Monthly Retirement Stipend	$300
Starting Salary	$119,600



Additional Compensation

Annual Scaled Bonus	$250 - $55,000
Annual Vacation Time	2 Weeks

Benefits

Monthly health care stipend

Monthly retirement stipend

A Word from our Second-Year Associate

It is not easy moving from law school to practice, but working with Salcedo & Associates has opened my eyes to the way practicing law *can* be. Mr. Salcedo provides all the tools you need to be a successful associate, trusts you to draft your own pleadings, argue your own motions, and attend court. He keeps his office open for questions or guidance, and wants to see your success.

I have been fully supported in my first year at Salcedo & Associates, and believe it has contributed to many of my personal successes.



Gilberto Gomez, Esq.

First Year Associate Experience

As a First Year Associate with Salcedo & Associates, one can expect...

- personal mentorship and one-on-one training with managing attorney, Isidro Salcedo
- one-on-one training with experienced litigation consultants
- opportunities for court appearances



Practice Areas

- Trust & Estates Litigation
- Commercial Litigation
- Personal Injury
- Probate
- Real Estate
- Construction Law
- Family Law
- Appeals
- *And Much More...*

Application Process

1. Application Review

Once received, applications are reviewed by our team before scheduling an interview.

2. First Interview

video conference or in-person

Formal interview with the managing attorney, Isidro Salcedo. Come with your best foot forward, and plenty of questions about the firm.

3. Second Interview

More of a “get to know you” than a formal interview - be prepared for the *“what do you enjoy outside of work,”* conversation!

4. On-Boarding

Congratulations! Along with general on-boarding, set up your office, and get ready to hit the ground running.

How to Apply

Please submit your resume, and 2 writing samples to **careers@salcedolawfirm.com**.

If you have been selected for an interview, you will be contacted by Lidia Landavazo.

If you have any questions, please reach out to Lidia

Lidia Landavazo
lidia@salcedolawfirm.com

salcedolawfirm.com

(575) 993-2676
(915) 337-5999

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