

# WORKING AT MVA

Working at Moore & Van Allen offers lawyers the opportunity to work on dynamic and sophisticated legal matters for clients around the country while living in a community that offers an unrivaled quality of life.

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With nearly 400 lawyers and professionals, Moore & Van Allen is a dynamic and fast-growing full-service law firm. We attribute our success to our extraordinary clients, our dedicated team, and our commitment to developing our diverse lawyers. Our success is also a direct result of the firm's core values - progressive leadership, an entrepreneurial spirit, and a commitment to client service.

This foundation, together with the talent and drive of individuals that come to us from around the country, creates endless possibilities both for us and for you.

## Fast Facts

To view the firm's Fast Facts, [click here](#).

## View our EEO

Moore & Van Allen is an equal opportunity employer. It is the policy of the firm to provide equal opportunity with respect to hiring, promotion, training, discharge, compensation, benefits or other terms, conditions or privileges of employment without regard to race, color, religion, sex, pregnancy (including for medical needs arising from pregnancy, childbirth or related medical conditions), gender, gender identity, gender expression, sexual orientation, national origin, age, disability, citizenship status, military service, or genetic information.

## Compensation & Benefits

Our benefits program reflects the firm's commitment to helping our attorneys achieve a satisfying personal and professional life. To review a summary of health, welfare, and satisfaction benefits, [Attorney Benefits](#). We reimburse reasonable relocation expenses and we cover bar application and review expenses.

Our base pay structure is competitive and our lawyers are eligible for discretionary bonuses based on extraordinary performance.

This link leads to the machine readable files that are made available in response to the federal Transparency in Coverage Rule and includes negotiated service rates and out-of-network allowed amounts between health plans and healthcare providers. The machine-readable files are formatted to allow researchers, regulators, and application developers to more easily access and analyze data. <https://www.cigna.com/legal/compliance/machine-readable-files>

### Clerkship Credits

Associates joining the firm after completing a U.S. District Court clerkship or a U.S. Circuit Court clerkship can receive up to two year of salary and membership credit. Additional consideration may be provided for an associate joining the firm after completing an U.S. Supreme Court clerkship. Appropriate credit for a bankruptcy court or specialized business court clerkship (e.g., North Carolina Business Court or Delaware Chancery Court) is determined on a case-by-case basis. Associates joining the firm after completing a clerkship are also eligible for a judicial clerkship bonus, with the amount determined on a case-by-case basis.

### Alternative Work Arrangements

Moore & Van Allen's alternative schedule program accommodates requests for a variety of of work arrangements, including among others:

- reduced work hours;
- reduced or fixed office hours;
- nontraditional work or office hours (outside the traditional workday); and
- remote home office arrangements.

Associates on alternative schedules are eligible to receive full benefits and remain on membership track.

### Billable Hours

There is no minimum billable hour requirement for associates. The firm's expectation is that an associate will work diligently to deliver quality and timely work on those matters to which the associate is assigned and work with a mentor or team leader to seek additional assignments so as to remain productive. Associates should focus on satisfying the expectations of our clients and the more senior lawyers with whom the associates are working. If an associate follows the above described guidelines, the hours generally take care of themselves.

### Professional Development

We believe lawyers learn by doing, so we will prepare you with hands-on training – in the courtroom and at the closing table. Our associates learn by working on real deals and real cases with experienced attorneys facing real challenges. We believe in introducing you to clients, getting you into court and giving you substantial deal experience so you can begin to master the art of closing large transactions.

To support this training Moore & Van Allen offers a comprehensive professional development curriculum that includes formal programming for each stage of your career. In-house workshops will further develop negotiation, legal writing, business development and public speaking skills, among others. Substantive skills training will develop and refine legal practice skills in litigation or transactional practices. These opportunities are enhanced by attorney-led training specific to the practice team – training that you will have the opportunity to lead further in your own career.

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Significant pro bono engagements provide additional training and development opportunities both inside the courtroom and otherwise. Moore & Van Allen has numerous signature programs for which you can volunteer or lead.

The Moore & Van Allen Young Professionals Network (YPN) plans and facilitates events at which you can hone your client development skills by inviting and hosting your contacts, clients, community partners, among others. Volunteer to participate on the YPN committee and contribute your event ideas.

Do you want to be on a board, learn more about the community, or explore leadership opportunities with the Bar and other organizations? Our Professional Development team provides information and assistance in connecting to and participating in these leadership opportunities. They will also work with you individually if you have specific training or development requests.

As your career matures, you will find that Moore & Van Allen offers a unique opportunity to shape your own practice.

### Mentoring

Moore & Van Allen has a robust mentoring culture that assigns formal mentors to every new associate. Our associates are matched with mentors they work with on a regular basis and mentors who bring perspectives from other practice areas. Generally, an associate's practice team mentor serves as a resource for team integration, workflow support and development specific to their daily practice of law. Annual mentor assignments maximize the guidance and support each associate has available as they progress through their career.

Moore & Van Allen's unique cross-team mentoring program provides a successful avenue for our associates to interact and learn from mentors and peer colleagues from practice areas other than their own. Associates in early stages of their career can rely on the perspectives and guidance of a mentor circle comprised of a mentor and three to five peers. As our associates advance in their careers and learning and development needs mature, they are paired one-on-one with a mentor from a different practice area for more personalized guidance.

### Diversity

Moore & Van Allen's commitment to diversity and inclusion is longstanding. The MVA Diversity Committee's purpose is to raise awareness and foster understanding and appreciation of the various ethnicities, races, religions, countries of origin, physical abilities, gender identities, and sexual orientations represented within our firm and the clients and community we serve. To read more, [click here](#).

### Commitment

At Moore & Van Allen, we fully embrace our responsibility to drive positive community change and prioritize pro bono and hands-on volunteer opportunities. Each of Moore & Van Allen's signature service efforts is built on the firm's long held belief that together, we can do more. Together, we can dream more, believe more, share more, inspire more, and serve more. To read more, [click here](#).

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