



Job Posting: Attorney

We're Brown Glier Law, an Indianapolis-based law firm counseling a national client base on sophisticated employment-based immigration matters. And we're growing! We're looking for attorneys interested in growing themselves and their practice with us.

Employment-based immigration is a challenging and rewarding practice. It requires equal parts precision and creativity, through processes that are rarely intuitive and are subject to government policy changes.

Our work is neither widely taught in law school nor practiced at firms. This is why you will not see direct experience listed. While a plus, it's not our expectation. Instead, through the 75+ years of combined experience of our attorneys and senior paralegal, we have identified a mix of knowledge, skills, attributes and training that offer a path to success in the practice.

Employment-based immigration law at BGL isn't for everyone. But if you see yourself in what follows, we'd love to have a conversation. Application information is below.

Non-Negotiables:

- We don't hire jerks, no matter how talented.
- Personal alignment with BGL lived values of equity, inclusivity, sustainability, connections & community (more at: <https://www.brownglierlaw.com/our-culture/>)
- Bringing your whole self to work, with your unique personality, skills and abilities.
- Aligning with our Mission Statement (see end of posting).
- Licensed to practice law in the State of Indiana and in good standing with the Indiana Bar.

Foundational Elements: *Experience with one (1) or more of these background elements provides a solid foundation for the practice:*

- Successfully have moved a project through a time-sensitive process, preferably with experience having managed multiple projects at various points in the process at any given time.
- Managing a project that required you to track and complete additional steps months or even years after the initial work.
- If legal practice experience, having a corporate, transactional or tax law background.
- If legal practice experience, familiarity with U.S. work visa categories, such as H-1B, L-1, TN, or immigrant petitions and adjustment of status.

Skills & Attributes: *Some might call these soft skills. For us, there is nothing soft about how each of these skills build on the Non-Negotiables + Foundational Elements to contribute to a successful practice at BGL:*

- **Gritty & Adaptive** – A successful attorney adapts to a changing immigration policy landscape, eventually anticipating and preparing creative alternatives. They recognize that while the practice is transactional, the work is not assembly line. Facts, circumstances, laws, policies will change, requiring independent thought.
- **Patience** – time to mastery in this practice varies but is not overnight. A successful attorney is excited about the learning journey and for the opportunity to draft different visa petitions for different situations.
- **Willingness to be Coached** – everyone's work product – from founding attorney to junior paralegal – goes through multiple peer reviews to identify errors prior to filing cases. This results in a daily feedback loop that a successful attorney does not take personally but uses to ask questions and improve their skills.



- **Curiosity** – As part of the willingness to be coached, a successful attorney asks questions, including using the weekly 1-1's with the founding attorneys.
- **Conscientiousness** – A successful attorney persists in seeing a job through a complex process whose timing is impacted by clients, governments and other factors outside our direct control.
- **Connection to the Work** – call it passion, call it genuine interest, call it a desire to learn. When the work gets challenging, a successful attorney has a connection to the work that sees them through.
- **Communication** – don't breeze over this as your typical job description "great communication" bullet point. Success in our work requires exceptional written and verbal communication skills. Our written work makes the case for a client's petition. And with our goal being that every attorney grows into client relationship management, communication is key.
- **Attention to Detail** – another classic bullet point that you should not skip over. A successful attorney must have a keen attention to detail. Navigating a bureaucratic process means that a missed checkbox or transposed letters could have adverse effects on our clients.

What You'll Get to Do: As a member of BGL, you will work on challenging cases, collaborate with experienced professionals, and develop a deep understanding of business immigration law. We foster a supportive and collaborative work environment that encourages professional growth and continuous learning. As a start, you'll:

- Prepare and review visa applications, petitions, and other immigration-related documents.
- Provide legal counsel and guidance to clients on business immigration matters.
- Conduct legal research to stay up-to-date with immigration laws and regulations.
- Assist with client communications and case management.
- Collaborate with senior attorneys to develop legal strategies.

Intrigued? Tell us more about you! To be considered for an interview please submit a (1) cover letter and (2) resume via email with the subject line "BGL Attorney Application – [Your Last Name]" to our Chief of Staff, Mark Wuellner, at wuellner@brownglierlaw.com.

To learn more about our firm, stalk us on LinkedIn (here's our [firm](#) plus founders [Jenifer Brown](#) and [Christl Glier](#), and Chief of Staff [Mark Wuellner](#)). You can also find us on our website at www.brownglierlaw.com.

Our Mission Statement:

Brown Glier Law is the employment-based immigration law firm that leverages grit, a growth mindset and a people-first culture to devise immigration strategies that are legally sound, creative and innovative. We fiercely advocate for our clients to hire and retain the right person for the job while ensuring full compliance with immigration law and policy. The foreign talent and their families bring their expertise, experiences, heritage, hopes, and determination to our communities, workplaces, and economy.