

## **BUSINESS SERVICES OPPORTUNITIES**

Great people are the key to our success. That's true not just for the lawyers who join the firm, but for all of the business professionals we hire.

We have a long-standing reputation for providing excellent client service, which means we are looking for individuals who pride themselves on going the extra mile. One of our core values is that we treat each other like we treat our best clients and our environment is one of collegiality, cooperation and recognition. Our staff is creative, resourceful, responsive and flexible. We work hard but we also make time to have fun and recognize accomplishments. We also participate in many charitable events and fundraisers and give back to our communities.

At BCLP we understand the value of an inclusive workforce and we believe people perform at their best when they can truly be themselves at work. We aim to create an environment where all our employees are valued, motivated and able to be themselves. In order to provide the best possible service to our diverse client base, we are committed to recruiting, retaining, rewarding and developing our people with regard to their abilities and contributions and without reference to their background, gender, gender identity or expression, ethnic origin, age, religion, sexual orientation, socio-economic status, political belief, disability or any other protected characteristic.

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If interested in applying, please complete the form and attach pertinent materials, including cover letter and resume. In using our online applicant system, note the [Terms of Acceptance](#). Should you

have any questions concerning the process for applying for a staff position, or if you are interested in an opportunity and you do not see it listed, please get in touch.

## **PROFESSIONAL TRAINING & DEVELOPMENT**

We encourage our professional staff to continue their personal growth and development through programs such as our technical and practical training, webinars, seminars, leadership training, and lunch and learn series.

It is our belief that continuing education programs maintains our competitive edge by cultivating professionals who are equipped to provide the best possible service to our firm's clients; allowing professionals to engage in meaningful work; and providing opportunities for promotions.

## **BENEFITS**

We offer an excellent benefit package that includes:

- a selection of health plan coverage options;
- adoption/maternity/paternity leave;
- other work/life benefits;
- retirement benefits; and more.

Many offices have on-site exercise classes, lactation rooms, health fairs and other wellness initiatives in addition to these benefits.

## **WELL-BEING**

We are stewards of our firm and accountable to each other; and we make a positive contribution to our communities and society. As a reflection of these firm core values, we became an early signatory of the ABA's Well-Being Pledge for Legal Employers in the U.S., committing to a seven step framework to raise awareness and improve well-being. We look forward to continuing to make progress in this important area.

We understand the value of physical and mental health for our employees and are committed to actively supporting the well-being of our people and maintaining a culture of wellness across our offices. Our well-being program has been developed to underpin an environment where everyone is comfortable bringing their whole selves to work. We maximize potential through a healthy and supportive environment, empower our leaders and managers to identify and challenge unhealthy environments, and actively champion positive well-being practices.