MILLER STARR REGALIA

Careers

Working at MSR

We believe in good, hard work and solid professionalism. But we also believe in balancing life with work. So, we have created an environment where employees can thrive professionally and personally and where our work consistently exceeds our clients' expectations.

We are one of the few mid-sized firms in California that consistently practices law at the highest level, both in terms of the clients we represent and the legal issues we handle.

EEO Statement

Miller Starr Regalia is an Equal Opportunity Employer.

We adhere to an employment policy that prohibits discriminatory practices or harassment against applicants or employees based on any legally impermissible factor including, but not necessarily limited to, race, color, religion, creed, sex, national origin, ancestry, age, alienage or citizenship status, marital or familial status, domestic partnership status, caregiver status, sexual orientation, gender, gender identity or expression, change of sex or transgender status, genetic information, medical condition, pregnancy, childbirth or related medical conditions, physical or mental disability (where the applicant or employee is qualified to perform the essential functions of the job with or without reasonable accommodation), any protected military or veteran status, or status as a victim of domestic or dating violence, sexual assault or offense, or stalking.

Employee Benefits

Miller Starr Regalia offers a competitive benefits package to attorneys and professional staff, which include:

- Firm Sponsored Group Life & AD&D Insurance
- Firm Sponsored Long-Term and Short-Term Disability Insurance
- Medical Insurance – Employer contributions for employee and dependent monthly premiums
- Dental Insurance – Employer contributions for employee and dependent monthly premiums
- Flexible Spending Accounts for Medical, Dependent Care and Commuter Expenses
- Voluntary Long-Term Care Insurance

Additional Benefits

- 401(k) Savings Plan

- Profit Sharing

Professional Development

- Tuition reimbursement account for external continuing legal education.
- Firm sponsored in-house training programs for continuing legal education, technical skills and professional and personal development.

The benefits outlined are subject to modification or termination at any time without notice.

Attorney Opportunities

Land Use Attorney

JUNE 22, 2026

Employment: **Full-Time Position**

Location: **Walnut Creek, CA**

We are seeking an attorney with focused experience in land use (project entitlements and administrative proceedings), a portable book of business, and demonstrated success in originating, maintaining, and growing client relationships. Working with our Land Use Group provides opportunity to work closely in a collaborative, low ego environment with our highly experienced team of land use attorneys, representing a diverse group of reputable and well-established clients. Attorneys are afforded an unlimited hybrid schedule.

Miller Starr Regalia endeavors to attract, hire and promote individuals from different backgrounds and experiences. We believe a diverse workforce leads to a greater variety of ideas, perspectives, and outcomes. We provide mentoring and foster a supportive environment for attorneys at all levels of their careers to foster professional growth and advancement.

Compensation for this role will be based on several factors, including the candidate's existing client base, originated matters, and contributions to current firm matters. Salary is one component of Miller Starr Regalia's overall compensation package, which may also include firm-sponsored benefits and bonuses.

Submit Resume to: recruiting@msrlegal.com

Litigation Associate Attorney | 2 – 6 Years

SEPTEMBER 23, 2025

Employment: **Full-Time Litigation Associate Attorney**

Location: **Walnut Creek, CA**

We are seeking a litigation associate with 2 - 6 years of proven litigation experience. Familiarity in sophisticated commercial litigation involving real property is preferred, but not required. Candidates should possess excellent oral and written advocacy skills and be detail oriented with superior organizational skills and the ability to handle litigation matters independently. Attorneys are afforded an unlimited hybrid schedule.

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Projected annual salary range for this role is $190,000 - $240,000. Actual compensation will depend on various factors, including relevant skills and experience. Salary is one component of Miller Starr Regalia's total compensation package, which may also include firm-sponsored benefits and bonuses.

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Professional Staff Opportunities

Overflow Floater Secretary

OCTOBER 26, 2026

Employment: **Full-Time**

Location: **Walnut Creek, CA**

We are seeking a full-time Floater Overflow Legal Secretary for our main office in Walnut Creek. This role provides absence coverage and overflow support to legal secretaries and attorneys across the litigation, transactional and land use practice groups. Candidates must have at least four years of recent litigation experience. Transactional support experience is preferred.

Proficiency with traditional and e-filing in both state and federal courts and a working knowledge of all phases of the civil litigation process, including pleadings, briefs, TOA's, TOC's, discovery and other legal documents is required.

Technical Proficiency Requirements:

MS Office 365;

Experience with iManage/Filesite (or equivalent document management program);

Ability to create and manipulate PDFs; and

FormsWorkflow (or equivalent program) (preferred).

This position requires exceptional organizational and people skills and the ability to adapt to different practices and preferences daily. The successful candidate will demonstrate a high level of professionalism and work collaboratively with other teammates to ensure coverage for attorneys in all our practice groups as needed.

This is a full-time position, Monday through Friday, seven hours per day. Full-time non-exempt staff are offered a voluntary remote hybrid schedule. After 60 days of employment, employees select a regular schedule to work two days remote and three days in the Walnut Creek office. The projected annual salary range for this role is $80,000 - $95,000. Actual compensation will depend on several factors, including relevant skills and experience. Salary is one piece of Miller Starr Regalia's total compensation package, which includes firm-sponsored benefits. EOE.

Submit Resume to: recruiting@msrlegal.com

Senior Commercial Real Estate Paralegal, Transactions and Title

NOVEMBER 2, 2026

Employment: **Full-Time**

Location: **Walnut Creek, CA**

Miller Starr Regalia is seeking an experienced paralegal to join its Real Estate Transactional Department and support attorneys with commercial leasing matters and purchase and sale transactions.

Key responsibilities include reviewing and coordinating transactional documents, analyzing title commitments and title exceptions, and drafting and organizing ancillary transaction documents. The paralegal will work directly with attorneys to help keep transactions on schedule.

Qualified candidates must have at least eight years of commercial real estate paralegal experience, including title review experience, as well as strong organizational and communication skills.

Salary range: $100,000 - $130,000

Submit Resume to: recruiting@msrlegal.com

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