

Overview

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Ivins, Phillips & Barker is the premiere tax specialty firm in the United States. Our success in serving our clients starts with our commitment to recruiting the top graduates of America's elite law schools. Therefore, we seek to hire engaging individuals with superior records of academic achievement who indicate a desire to learn and practice in the fields of federal income tax, estate planning, and employee benefits.

To understand what it means to join Ivins, Phillips & Barker, it is necessary to know that our clients pay us for our expertise, intelligence and imagination, not for the weight of paper we produce. This is as true for our entry level associates as for our senior partners. Our associates are not expected to engage in meaningless paper pushing, biding time until they have "earned" more sophisticated and hands-on work. They are given meaningful responsibility from day one.

Our work also requires us to hire and advance individuals who are able to meet evolving challenges on a time-sensitive basis. Rarely are we called upon to answer run-of-the mill or straightforward questions. As a result, our attorneys are provided the opportunity – and the challenge – of working on new, cutting edge matters throughout their careers. Flexibility, initiative, creativity, independent thought, intellect, and, above all, the willingness to take on the responsibility of advising Fortune 100 clients with respect to multimillion dollar transactions are the principal attributes we look for in our associates.

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The firm has remained small (about 35 lawyers) by limiting its practice to specialty tax and employee benefits work. Our size, together with our high partner-to-associate ratio, give associates the opportunity to develop close working relationships with nationally renowned partners. Our focus on tax and benefits also means that our associates get the work they came here to get.

The size of our firm also helps us cultivate a sense of collegiality. Our senior partners view young associates as future partners rather than place-holders upon which to build a billing pyramid, and this view shapes the entire associate experience. The prevailing ethic is that work should be performed by those most capable of completing it efficiently. Clients are therefore viewed as clients of the firm rather than clients of any particular partner. The result is a healthy exchange of work among partners throughout the firm and between partners and associates – and a level of engagement and interaction that is unique to our firm.