## **Performance - Case Based Laywer** *(For Case-Based Legal Partners)*

### We are inviting lawyers (including qualified law students under supervision) to join our team as case-based legal service partners. Our compensation model deviates from traditional flat-fee retainers, and instead incorporates performance-linked payouts.

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### **💼 Payment Structure**

### **Small fixed engagement fee per case**, payable upon assignment.

### **Majority of the engagement fee will be performance-based**, to be disbursed upon verified fulfillment of performance criteria detailed below.

### Incomplete or unresponsive participation may result in **partial or forfeited compensation**, as assessed per case.

### **Performance** **evaluation** will be conducted upon case official filing and release of the full final payment of acceptance fee. (negligence will be informed and recorded right away on its happening time. Performance evaluation standards should be discussed upon interview if any of the following standards will conflict)

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### **⚖️ Performance Evaluation & Cooperation Standards**

### **Timely Communication**

### Must respond to messages within a **reasonable timeframe** on working days.

### If in court or unavailable, an **update** is expected when available.

### Frequent unresponsiveness without notice may lead to performance deductions.

### **Strict Adherence to Pre-Case Timelines**

### Upon accepting a case, the partner must define a **clear short-term timeline** for:

### Initial document review

### Preparation

### First submission

### These timelines will be treated as contractual performance goals.(Uncontrollable court decision of timeline will not be included in performance evaluation process )

### **AI Proficiency Requirement**

### Must demonstrate **basic working knowledge of AI tools** (e.g., ChatGPT, automated drafting, document formatting tools).

### We are open to assisting partners in developing this skill, but failure to meet minimum digital literacy will not be accepted.

### **Proactive Case Monitoring**

### Lawyer must take initiative to **track case developments** (e.g., court dates, releases)

### Must **inform the company in real time** of updates or key dates

### e.g., A court order released on the 1st must not be delivered to us on the 15th

### **Document Turnaround Efficiency**

### Lawyer must be able to **use tools and strategies (including AI)** to complete standard documents efficiently.

### Delays that suggest misprioritization or low efficiency will result in performance-based deductions.

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### **👤 Who May Apply**

### Licensed Philippine attorneys in good standing

### Law students may apply if:

### They are directly supervised by a licensed attorney willing to co-sign or handle submissions

### They can meet the same communication and efficiency standards

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