

# Gelerman and Cabral, LLC

## ASSOCIATE ATTORNEY

*Permitting, Land Use & Real Estate Litigation*

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March 17, 2026

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### **About the Firm**

Gelerman & Cabral LLC is a growing, relationship-driven law firm serving clients throughout the Greater Boston area. We are intentional about how we grow — focused on quality work, strong client service, and building a firm that values professionalism, accountability, and long-term relationships.

We are seeking an Associate Attorney to join our land use and real estate practice. This position offers the opportunity to take the lead role in work on sophisticated zoning, permitting, and land development matters, including appearing regularly before municipal boards. Additionally, the position allows for significant exposure to land use and real estate litigation matters before Massachusetts courts, with significant work in Land Court and Superior Court.

### **The Role**

This is an in-person position based out of our Norwood office with possible future positioning out of our Winchester office, if interested. The associate will handle a range of land use, zoning, and real estate litigation matters from initial client consultation through permitting and/or litigation and until resolution.

This role is well-suited for an attorney who is naturally curious and self-starting, proactive in identifying solutions, and genuinely passionate about real estate and land use law.

### **Core Responsibilities – Land Use & Zoning**

- Represent clients before municipal boards and agencies, including Planning Boards, Zoning Boards of Appeal, Building Inspectors, and Conservation Commissions
- Prepare and present applications for in favor of and in opposition to variances, special permits, site plan approvals, and related entitlements
- Draft pleadings, handle all discovery, motions, and supporting memoranda of law
- Appear and represent client in Massachusetts Superior Court and Land Court
- Advise developers, property owners, and investors on zoning compliance and permitting strategy
- Conduct legal research and provide strategic analysis on complex land use issues
- Collaborate with surveyors, engineers, architects, and other professionals involved in development projects

### **Client & Firm Commitment**

- Prioritize firm work and deadlines
- Maintain a professional, responsive presence with clients and municipal officials
- Approach matters with intellectual curiosity and a problem-solving mindset
- Work collaboratively with partners and staff to advance client objectives efficiently
- Able to independently handle caseload and maintain focus on case objectives from start to finish

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### **Qualifications – Required**

- J.D. from an accredited law school
- Licensed and in good standing to practice in Massachusetts
- Minimum of 3 years of experience in land use, zoning, and/or real estate litigation
- Experience drafting pleadings and appearing in court (Superior Court and Land Court)
- Experience representing clients before municipalities for variances and special permits
- Familiarity with G.L. c. 40A and associated case law
- Strong research, writing, and oral advocacy skills
- Ability to manage matters independently with attention to detail
- Must be able to attend evening municipal board meetings and cover court hearings

### **Qualifications – Preferred**

- Established familiarity with municipal permitting processes in Greater Boston
- Experience advising real estate developers and property owners
- Demonstrated passion for real estate and land development
- Proactive, solutions-oriented mindset

### **Compensation & Growth**

Compensation is commensurate with experience. This role offers meaningful responsibility, direct client contact, and the opportunity to grow within a firm that values long-term professional development. Firm offers 401(k) Plan with match, paid vacation, performance bonuses, paid dues, professional memberships and CLE.

### **Apply**

All inquiries should be sent to Michael B. Cabral, Esq. (Managing Partner) by email at [mcabral@gelermancabral.com](mailto:mcabral@gelermancabral.com) and must be accompanied by a resume.