Legal Engineering Attorney

PeopleSoft Job Code / Title: TBD / Legal Engineering Attorney
Department / Subdepartment: Technology & Information Services / Legal Innovation
Organizational Relationship: Reports to the Manager of Legal Engineering
FLSA Status: Exempt
UCM Level: N/A
Last Updated: May 13, 2026

Role Overview

The Legal Engineering Attorney serves on Latham's AI & Legal Innovation team, working at the intersection of legal services and applied AI. The role reports to the Manager of Legal Engineering and works in close partnership with Innovation Attorneys, Legal Knowledge Engineers, Legal Workflow Engineers, and other members of the AI & Legal Innovation team to advance the firm's AI capabilities.

The Legal Engineering Attorney is responsible for designing the AI-native systems that translate elite legal expertise into reliable, repeatable, machine-executable outputs, including prompts, schemas, evaluation suites, playbooks, and end-to-end workflows. The role partners with practice group leaders, knowledge lawyers, and software engineers to identify high-impact workflows, decompose them into discrete tasks with measurable inputs and outputs, encode the firm's playbooks and house style into structured artifacts, and validate quality through rigorous evaluation against gold-standard work product.

Essential Duties and Key Responsibilities

"Essential duties" are those that an individual must be able to perform with or without reasonable accommodation.

1. Decomposes complex transactional and litigation workflows into discrete, measurable tasks with defined inputs, outputs, decision points, and quality criteria suitable for AI execution.
2. Re-engineers existing manual workflows for AI-first execution, determining the appropriate allocation of work, the placement of review gates, and the handling of exceptions.
3. Translates practice group playbooks, checklists, negotiation positions, and house style into structured artifacts, including prompts, schemas, decision trees, and rule sets, that production AI systems can execute against.
4. Codifies the tacit knowledge of senior practitioners, including fallback positions, market terms, negotiation flexibility, and drafting conventions, in machine-readable form.
5. Authors schema specifications and JSON Schemas for deal types, clause libraries, document attributes, and matter metadata, ensuring they are extensible, validated, and aligned with firm practice.
6. Curates exemplar matters, precedents, and work product into reference packs that drive few-shot prompting, fine-tuning, and evaluation.
7. Authors, versions, and iterates on system prompts, instructions, and tool specifications used in client-facing AI workflows, tuning for accuracy, format, defensibility, and latency.
8. Designs rubric-based evaluation suites from real precedents and playbooks, defining quality standards for each task and measuring model performance against them before and after every change.

9. Conducts structured error analysis on model outputs, identifies root causes across prompt, retrieval, schema, model, and data layers, and owns remediation end-to-end.
10. Embeds with practice groups, working directly with partners, associates, and knowledge professionals to surface high-value problems, validate solutions against real matters, and earn trust as a credible legal peer.
11. Partners with AI Governance, Information Governance and Data Privacy to ensure that legal engineering systems comply with the firm's confidentiality, privilege, and other obligations.
12. Maintains rigorous change control, lineage, and audit trails for prompts, schemas, evaluation sets, and deployed workflows.
13. Mentors junior legal engineers, knowledge attorneys, and rotating associates in the craft of legal engineering.
14. Represents the firm externally at conferences, panels, and industry forums focused on legal AI, prompt engineering, and workflow automation, strengthening market presence and cultivating strategic relationships.
15. Promotes a culture of accountability, collaboration, innovation, and continuous improvement across the team.
16. Promotes effective work practices, work as a team member, and show respect for co-workers.

Knowledge, Skills & Abilities

- Demonstrated fluency authoring, evaluating, and iterating on prompts for large language models in production legal workflows.
- Working proficiency reading and writing structured data formats, including JSON, JSON Schema, YAML, and Markdown, with the ability to understand schemas, enumerations, and conditional logic independently.
- Practical experience designing evaluation rubrics and conducting structured quality measurement of AI outputs, including the use of golden datasets, head-to-head comparisons, and error taxonomies.
- Familiarity with collaborative engineering tools, issue trackers, and documentation systems, and the ability to work within an engineering-style workflow involving pull requests, code reviews, and continuous integration.
- Deep familiarity with the core workstreams, document mechanics, drafting conventions, and practice playbooks of at least one major practice area, such as M&A, capital markets, finance, fund formation, commercial contracts, litigation, or regulatory.
- Strong written and verbal communication skills, with the ability to brief practice group leadership, draft engineering specifications, and lead workshops with attorneys and staff.
- Strong stakeholder management and organizational awareness, with the ability to navigate matrixed environments and build alignment across practice groups, technology teams, and knowledge management.
- Sustained interest in AI and the future of legal work, with current knowledge of model capabilities, evaluation methods, and the broader legal-technology landscape.
- Technical aptitude with AI systems and familiarity with concepts such as retrieval-augmented generation, context window management, and fine-tuning approaches.
- Sound judgment, discretion, and risk awareness, with the ability to escalate appropriately and advise leadership in complex organizational contexts.
- Proficiency in enterprise applications, including Microsoft Word, PowerPoint, Excel, and Visio.

Position Specifications

Typical Experience

- Minimum of three years' substantive legal practice experience at a sophisticated law firm or in-house legal department, with demonstrated ownership of complex transactional or advisory matters required.
- Minimum of two years' full-time experience as a Legal Engineer, Legal Knowledge Engineer, Legal Workflow Engineer, Innovation Attorney, or comparable role focused on operationalizing legal expertise into AI-driven systems and workflows required.
- Prior experience at a legal AI company, a law firm innovation team, an alternative legal services provider, or a software company building tools for lawyers preferred.
- Hands-on experience with one or more leading AI platforms at the level of designing or evaluating law-related workflows or agents on the platform preferred.

Education

- J.D. from an accredited law school is required.
- Bachelor's degree is required, preferably in Law, Computer Science, Information Systems, or a related field.

Working Conditions and Physical Demands

- Frequently move (e.g., walk) around the office
- Spend extensive time using a computer, including use of a PC keyboard and mouse or similar data input devices
- Travel may be required
- All Latham & Watkins positions are in a typical indoor office environment

The statements contained in this position description are not necessarily all-inclusive; additional duties may be assigned, and requirements may vary from time to time, and from location to location.