

Job Description – Senior Employment Attorney

modCounsel is a better model for growth companies to engage legal services. Our mission is to bring the capability of an enterprise legal function to fast scaling teams. From contract review, to corporate and regulatory, and transformational projects with legal operations, modCounsel delivers impact to its clients from day one. We are a minority owned and operated company seeking talent who shares our commitment to creating a healthier work environment for everyone.

Our Ideal Candidate

Your professional brand is to help companies achieve both their compliance and business objectives. While your passion is rooted in compliance, you live for projects with growing companies on novel issues at the intersection of legislative trends and market dynamics. You have an extensive employment and compliance network of attorneys, legal professionals, and technologists and enjoy voicing your perspective at industry conferences. Your emotional intelligence helps you navigate challenges quickly as you demonstrate client value in each interaction. Your clients remain confident with cautioned pragmatism through your counseling on business and legal issues in global employment law, entity strategy and management, and compliance management. You make complex law relevant and approachable to all audiences who now see employment law as just another piece of the puzzle in scaling their business.

How You Will Make Your Impact

- Deep knowledge and understanding of US employment laws, and experience with global employment law matters in EMEA, APAC, and LATAM
- Monitor and develop client guidance in global employment compliance trends
- History of developing strategic relationships with a variety of business units to operationalize and sustain employment law compliance programs
- Develop working relationships with relevant members of the employment law community, regulators, and industry groups
- Participate in the development of thought leadership, tools, and templates for consumption by the broader legal community

- Work with a global team of internal and external legal professionals to support relevant client needs
- Support internal programs, initiatives and technology necessary to meet firm objectives

Attributes of Success in this Role

- Service minded advisor who approaches their practice with both confidence and empathy
- Skilled at designing and building compliance programs from scratch or remediating current programs
- Well-networked and respected as an industry leader
- Ability to leverage network and connections to grow modCounsel's client base
- Excellent time management, analysis, and counseling skills
- Take initiative to drive value for clients using resources across the entire firm or with external partnerships with minimal supervision
- Design solutions around what will deliver the highest client value at a fair price
- Your team and your clients cite you as a model representative of our company values

Minimum Requirements

- Minimum 8 years of advising legal departments and growth business of all sizes and industries in employment law compliance
- J.D. with active bar membership in any U.S. jurisdiction with a preference for CA, NY or DC
- Exceptional ability to develop trusted relationships with clients, partners and prospects
- Experience working on global teams across North America, Europe and Asia
- Strong interpersonal skills, team-oriented attitude, and superior attention to detail
- Technology-savvy skills proficient in both Google and Microsoft applications

Location: US-remote

Reports to: Managing Director, Global Employment Law

Compensation: \$200,000-\$240,000 annual salary with annual bonus and long-term incentive targets

Benefits: Medical, Dental, Vision, 401(k)