



Marriott International – Job Description Corporate Counsel (Integration) Global Brand, Marketing, Sales & Consumer Services (BMSC)

Position Summary

This is a newly created position as a result of the Marriott-Starwood integration efforts.

The attorney will be based in Marriott's worldwide corporate headquarters in Bethesda, MD and will report to the Vice President and Assistant General Counsel leading the Global Brand, Marketing, Sales & Consumer Services (BMSC) legal team. The BMSC legal team supports the customer-facing parts of the company including Global Brand Management, Marketing, Sales, Revenue Management, eCommerce and Consumer Insights. The BMSC legal team is part of the larger Americas Lodging and Global Services practice group that also includes Americas Lodging, Global Operations Services, and Global Intellectual Property.

The BMSC practice group helps Marriott achieve business objectives through its support of the company's customer-facing platforms and systems, along with related above-property programs and services that support Marriott-managed and Marriott-franchised hotels in the United States and Canada. The work of the attorneys on the team principally takes the form of providing support for (i) group and customer sales contracts, (ii) marketing agreements with sponsors and partners as well as support of high-profile experiential marketing events held at company hotels or other high-profile locations, (iii) talent agreements and license arrangements, (iv) distribution and channel strategy agreements, (v) eCommerce initiatives relating to Marriott.com, and (vi) social media, sweepstakes and promotions.

Expected Contributions

1. The attorney in this position will focus on providing support to the Global Sales organization and will primarily work on:
 - Customer Preferred agreements, Business Transient agreements, Group Sales contracts, Intermediary contracts and Travel Management Company contracts.
2. The attorney will also be expected to work on projects relating to:
 - Global Brand Management across all 30 company-brands;
 - Global Marketing (including sponsorships, promotions, sweepstakes and social media);
 - Loyalty-Marriott Rewards/Starwood Preferred Guest (including the eventual integration of Marriott Rewards and SPG);
 - Consumer Insight & Revenue Management (including antitrust issues relating to sharing of information with franchised hotels);
 - Channel Strategy & Distribution (including agreements with Online Travel Agencies); and
 - BMSC Planning & Services (which serves as the in-house consulting arm of the company).
3. Assisting in department or division-wide initiatives and special projects.

Candidate Profile

Successful candidates should possess the experience, knowledge, and skills as follows:

- Excellent academic record with a law degree from a top law school;
- Minimum of 5 years legal experience. Experience with commercial contracts required. Experience with global sales initiatives, marketing and advertising campaigns, sponsorship agreements, and social media is strongly preferred;
- Active Bar membership;
- Proven contract drafting and negotiating skills;
- Ability to expeditiously identify and analyze issues and provide legally sound recommendations consistent with good business practices and reason;
- Ability to work under tight deadlines and time constraints;
- Strong interpersonal skills, and ability to interact effectively and work diplomatically with individuals at all levels;
- Ability to foster relationships and individual accountability across the organization;
- Excellent written and oral communication skills;
- Excellent conflict management skills, and ability to influence without coercion;
- Ability to identify opportunities for improvement and to facilitate the implementation of creative solutions;
- Ability to work independently, take ownership of and effectively resolve problems; and
- Ability to expeditiously identify and assess issues and provide legally sound recommendations consistent with good business practices and reason.