

Marriott International, Inc., named by Fortune Magazine as one of the "100 Best companies to Work for in America", has an immediate opportunity for a Vice President & Senior Counsel position at its corporate headquarters.

Position Summary

The Marriott International Law Department, located at the Company's worldwide corporate headquarters in Bethesda, Maryland, services the Company's lodging business.

The Labor, Employment, & Benefits Section ("Section") provides legal advice and counsel regarding employment and labor-related issues, policies, and programs to Human Resources professionals and line and corporate staff managers within the Company's businesses.

This position will have responsibility for negotiating or assisting in the negotiation of the Company's Collective Bargaining Contracts, as well as assisting with creating and implementing the Company's labor and employee relations strategies. This position reports to the Senior Vice President & Associate General Counsel – Labor, Employment and Benefits.

Specific Job Summary and Expected Contributions

This position will be responsible for:

- Negotiating collective bargaining agreements and the administration of such agreements;
- Handling cases filed under the National Labor Relations Act or other labor and employment laws, as required;
- Assisting in the development and implementation of the Company's labor and employee relations strategies;
- Preparing and conducting training programs for leaders on labor and employment topics;
- Participating in the development of legally sound policies and programs in all areas of labor and employment law, including wage and hour matters, discipline, counseling and discharge, all aspects of laws regarding discrimination, wrongful termination, defamation, emotional distress, OSHA, FMLA, reductions-in-force, union organizing efforts, drug testing issues, etc.;
- Maintaining working knowledge of company policies, state and federal legislation;
- Advising human resources departments and operating business managers on pending changes in employment and labor-related laws;
- Assisting enterprise in achieving strategic goals by identifying legal consequences and issues associated with plans, and recommending alternative courses of action to achieve business objectives while limiting liability and risk;

- Educating human resources managers, operating business managers and others on trends and legal actions which may affect the workplace through written materials or training seminars;
- Working with the SVP & Associate General Counsel, create proactive strategy to ensure compliance with all federal/state legal requirements;
- Working with the SVP & Associate General Counsel, conduct risk-assessment of complaints and developing legally sound strategies for the Company's defense of legal actions; and
- Participating, as appropriate, in compliance audits and investigations.

Candidate Profile

- Excellent academic records in college and law school, with a J.D. degree from a well-respected law school;
- Active Bar membership;
- Minimum of 12 years' experience of substantive and applicable experience;
- Broad background in providing advice and counsel to human resources and operating business managers in employment and labor-related matters;
- Experience interfacing with government and/or labor and employment agencies which maintain jurisdiction over employment and labor-related legal matter;
- Experience as primary or second chair counsel in the litigation of employment and labor-related cases;
- Experience with leading-edge employment and labor-related policies, programs and systems, and up-to-date knowledge of labor and employment issues and case law;
- Strong leadership skills and good judgment, and the ability to think strategically both from a business and legal perspective;
- Excellent conflict management skills, and ability to influence without coercion;
- 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 pressure; and
- Strong organizational and time management skills.

Marriott offers competitive salaries and excellent benefits. For immediate consideration, please go to Marriott's resume posting site at <http://www.marriott.com/careers> and post your resume on our site. Please include the following ad code on your resume and in the field requested on our site to be considered for this job. Job # 15001P8U EOE M/F/V/D