

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. As a part of the Law Department's Labor, Employment and Benefits section, the Employment Practice Group ("Group") provides advice and counsel regarding employment law issues, policies, and programs to Human Resources professionals and line and corporate staff managers within the Company's businesses.

The Vice President & Senior Counsel – Employment provides advice and counsel regarding a wide variety of employment law issues, policies, and programs, acting as a resource to Human Resources professionals and line-managers within the Company's businesses. The individual in this position will be required to make judgment calls and recommendations, and provide feedback and guidance accordingly. This position reports to the Group Leader, Vice President & Assistant General Counsel – Employment Law.

Specific Job Summary and Expected Contributions

The primary responsibilities of this attorney will be:

- Participating in the development of legally sound policies, programs and practices in all areas of labor and employment law, including wage and hour compliance, equal employment opportunity, accommodations, and affirmative action, family and medical leave, talent acquisition, labor relations, employee data privacy, contract labor, and acquisitions/divestitures/restructuring;
- Support Human Resources and business managers by providing timely, ongoing, on-demand legal counsel and strategic guidance related to the management of employee issues, such as performance management, employee misconduct and workplace investigations;
- Evaluate and provide tactical and strategic advice to manage attorney demand letters, complaints and other employment claims, developing legally sound strategies for the Company's defense of such actions, and negotiating and drafting settlements;
- Managing and assist outside counsel in non-insured litigation such as wage and hour claims (to include class and collective actions) including defense of depositions, discovery responses, witness preparation, and case resolution;
- Working with Risk Management Department on managing and assisting outside counsel in handling employment litigation covered by Employment Practices Liability Insurance;
- Represent the Company in dealings with administrative agencies that regulate the work environment, including EEOC, USDOL, NLRB and their state law equivalents;
- Represent the Company in mediation of disputes;
- Research, monitor and analyze labor and employment laws and regulations and advise Human Resources and management on the degree of risk associated with proposed initiatives, corporate activities and industry developments, recommending alternative courses of action to achieve business objectives while limiting liability and risk, and advising on pending law changes while creating proactive strategies to ensure compliance;
- Managing and participating, as appropriate, in compliance audits and investigations.
- Maintaining working knowledge of company policies, federal and state legislation, and bargaining agreements;
- 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.

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; at least some background with a high-quality law firm and/or in-house experience is preferred.
- 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 cutting-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;
- Strong organizational and time management skills;
- Experience with labor and employment laws of California and/or Canada preferred.

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 # 160006KB EOE M/F/V/D