

Associate General Counsel – Atlanta, Georgia
McKinsey & Company
Focus on Employment Matters

McKinsey & Company, Inc. is a global consulting firm, with over 100 offices in over 60 countries. We advise more than half of the world's top 200 companies, as well as companies with the potential to reach the top. We also drive impact through our offering of solutions that help organizations operate more efficiently and competitively in the digital age. More information is available at www.mckinsey.com.

Supporting McKinsey is a global Legal Department with approximately 60 lawyers worldwide. The Legal Department provides comprehensive legal services and broad risk management support to our Firm's leadership, consultants and support staff.

This position is with McKinsey's "People" legal team in Atlanta. The People legal team is dedicated to the broad spectrum of internal personnel issues that arise in a dynamic, global organization. The work is fast-paced and involves problem-solving that can vary from more routine questions to highly complex and sophisticated legal matters.

This role supports all facets of the Firm, including Firm leadership, Partner Personnel, Partner Compensation, Recruiting, HR, Professional Development, D&I efforts, and the Ombuds, by advising on the myriad issues that can arise involving our "People." Work with McKinsey often spans the globe and thus, ability and familiarity in navigating different cultures and legal regimes is a must, as is strong communication skills.

Responsibilities

This position encompasses a diverse range of responsibilities and is global in nature, with an emphasis on supporting the Americas region. Responsibilities include:

- ¶ Problem-solving and advising Firm stakeholders on People issues including contracts (offer letters, employment agreements, separation agreements, secondments, mobility transfers, NDAs), compliance with anti-discrimination and anti-harassment laws, disability matters, data privacy, intellectual property, disciplinary/ performance matters, diversity initiatives, compensation, and other personnel issues
- ¶ Supporting strategic initiatives such as office openings, acquisitions, and joint ventures
- ¶ Conducting or supporting internal investigations, evaluation review processes, and tricky terminations
- ¶ Managing the Firm's involvement in actual or potential employment litigation
- ¶ Advising current or potential Firm members on Firm Policies

- ¶ Managing regulatory inquiries (pay equity audits, OFCCP compliance)
- ¶ Advising on protecting trade secrets, as well as interpreting and explaining restrictive covenants for both incoming and outgoing talent
- ¶ Advising on independent contractor matters
- ¶ Identifying risks to the Firm and developing solutions in collaboration with relevant stakeholders

Ideal candidate

- ¶ 5+ years' experience with top law firm
- ¶ In-house experience (with employment law experience a plus)
- ¶ Top academic credentials
- ¶ Excellent written and oral communications skills
- ¶ Fluency in Spanish (a significant plus to advise on LATAM matters)
- ¶ Confident team player who is highly collaborative and flexible
- ¶ Ability to work in a highly autonomous manner
- ¶ Keen ability to influence
- ¶ Impeccable business judgment and ethics
- ¶ Ability to develop own relationships and network
- ¶ Enjoys working in a challenging, fast-paced, dynamic professional services firm

Please send all correspondence to Ron Smith at ron_smith@mckinsey.com.