

## JOIN US AS A Director Counsel, Employee Relations

### About This Opportunity

Help Target foster a culture where team members feel valued and rewarded. Recruit top talent, effectively onboard and encourage career development, and support team members and candidates for Target Stores, Distribution Centers and Headquarters.

Delivers legal services in substantive areas specific to Employee Relations. Works under general guidance to ensure that the ER legal services provided represent the organization's brand and philosophy in a cost-effective, strategic and responsible manner. Builds great team and client relationships.

Use your skills, experience and talents to be a part of groundbreaking thinking and visionary goals. As a Director Counsel, Employee Relations, you will take the lead as you...

- Provide expert legal counsel in Employee Relations matters for assigned areas of responsibility. Work with the Employee Relations teams to identify legal and HR-related issues. Follow and recommend improvements to related work processes and works with available resources to ensure that issues in assigned areas are being addressed.
- Serve clients in pyramid-specific or project-specific work to ensure strategies and actions in ER matters support the company's brand, mission and philosophy. Understand HR and business objectives and strategies.
- Strategically manage employment litigation and agency matters along with key partners.
- Work independently with outside counsel. Follow standards for legal work in assigned areas and ensure that work is performed in a cost-effective manner.
- Remain current on legal and business developments and share appropriately with ER/LR team and business partners.
- Assist in representing Target's interests to government agencies and other outside entities.

### Requirements

- J.D. or equivalent from accredited law school and admitted to a state bar.
- 4+ years at a law firm or in-house capacity serving clients in Employee Relations matters
- Experience providing consultation and legal advice in a corporate or law firm setting,
- Strong written and oral communication skills.
- Strong ability to establish effective, trusted team and client relationships
- Strong litigation experience with significant employment law background