

Senior Lawyer/Group Counsel-WAY06444 Cargill provides food, agriculture, financial and industrial products and services to the world. Together with farmers, customers, governments and communities, we help people thrive by applying our insights and over 150 years of experience. We have 150,000 employees in 70 countries who are committed to feeding the world in a responsible way, reducing environmental impact and improving the communities where we live and work.

Description

Position Purpose & Summary

Experienced, senior in-house legal counsel to act as the Group Lead Lawyer for Cargill's Bioindustrial business group. This position sits on Cargill's Global Law Department and works very closely with business leadership and legal colleagues to deliver legal support to the business with the focus of helping the business achieve its goals. The position will primarily, but not exclusively, support the Bioindustrial Group.

About Cargill's Bioindustrial business group: the Bioindustrial business group is a newly formed group within Cargill's Food Ingredient and Bioindustrial Enterprise to leverage nature-based chemistries to create specific innovative solutions for cosmetic, personal/home care and industrial customers. The three main components of that group are the recently formed Cargill Beauty business, Cargill existing Industrial Specialites Business and Cargill's existing fermentation-based bio-industrials business. Each of these three businesses has aggressive growth targets over the next 5-7 years.

Principal Accountabilities

- 70% Deliver Legal Counsel. Provide commercial counsel to Group and Group legal team on all significant opportunities and risks including transactions, M&A, litigation and compliance. Maintain adequate line of sight and hands on approach to ensure consistency in approach and legal risk management. Given the relative infancy of this new Group, the role is initially expected to involve the development of processes/procedures, tools/resources and capabilities in Law and the Group to identify and appropriately manage significant legal risks while achieving the business objectives.
- 5-10% Develop Legal Strategy. Develop and lead legal strategy across the Bioindustrial Group to generate commercial value, manage risk and support commercial priorities. Promote a deeper understanding of key industry and supply chain risks and opportunities to the Group and Group Legal Team. Maintain an external focus in the relevant industry, drawing on key developments to proactively counsel the Group. Closely monitor Group activity to identify and respond to emerging risks and trends.
- 5-10% Manage Costs & Drive Improvements. Proactively manage Group total legal costs and proactively increase value delivered. Develop and implement tools and process improvements to gain efficiencies. Partner with the Group to integrate appropriate cost and risk management tools into business processes
- 5-10% % Lead Legal Team. Lead the Group legal team as 'One Law Team' to support the Group fully leveraging colleagues (commercial lawyers, specialist lawyers, legal operations) and receiving appropriate and consistent legal services globally. Provide coaching, feedback and support to relevant legal teams and Group, as needed. Work with Leadership to identify, develop and allocate the legal resources needed to support the Group. Support the GLL team and leverage knowledge/expertise across groups.
- 5-10% Ethics & Compliance. Set and achieve Group compliance strategy and goals in collaboration with Law Compliance colleagues. Handle material ethics and compliance matters. Support the commercial objectives of the business while protecting the broader interests of Cargill.

Equal Opportunity Employer, including Disability/Vet.

Qualifications

Minimum Required Qualifications

- Law degree and license to practice law, minimum of 8+ years practice experience
- JD from an ABA-approved law school and active member in good standing of the bar
- Deep commercial legal experience; relevant regulatory knowledge & experience
- Minimum of 5 years experience working in one or more of the following industries: power generation, road construction, oil and gas, CASE, industrial chemicals, personal and home care products
- Strong leadership skills, proven ability to build trust, lead, energize, influence and drive action at all levels within the organization including senior leadership
- Deep business acumen with a commercial mindset; comfort with numbers and basic accounting
- Superior communications skills, written and oral, with a proven ability to communicate concisely and clearly in business terms
- Ability to effectively manage conflict and apply judgement in counseling
- Strong ability to coach & develop others
- Creative, resilient, and agile approach to solving legal problems, with high tolerance for ambiguity
- Systems and strategic thinker
- Superior risk management skills with proven capacity to think strategically and deeply about issues of significant risk and opportunity
- Strong organizational skills, with a demonstrated ability to handle, prioritize, and follow through on numerous projects simultaneously; strong project management and execution skills
- Excellent English language skills required (reading, speaking and writing)
- Strong reputation with a clear commitment to business ethics
- Unquestioned commitment to creating a positive and inclusive working environment

Preferred Qualifications

- Undergraduate education in relevant areas
- Experience working in a complex, matrixed environment
- Experience working with global organizations
- Experience as the primary legal tag or leader for a global business
- Product stewardship and regulatory compliance experience
- Change management experience
- Strong external network
- Second language

Other relevant information to the position

Seek out opportunities to expand influence within Cargill in areas of expertise. Look for ways to broaden impact within global Law team. Deepen relationship with external experts or regulatory authorities relevant to area of expertise. Become a manager/team leader or mentor/coach. Lead complex projects on a regional or global level. Become a role model in the areas of Business Partnering and Legal Services Management.

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