

Counsel II – Employment Law (Marlborough MA)

SUMMARY

Boston Scientific is seeking a mid-level attorney with a strong employment law background to join its Legal Department as Counsel II, Employment. The successful candidate will join a collegial and hard-working team of employment attorneys who work closely with Human Resources, Employee Relations and Global Compliance to support the company's various businesses and functions. This position will be based at the company's global headquarters in Marlborough, MA and will report to the VP, Chief Employment Counsel.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Provide practical and sound legal advice and counsel to Human Resources and management on all legal issues concerning the employer/employee relationship, including but not limited to hiring, performance management, discrimination, harassment, wage and hour, non-competes and other restrictive covenants, accommodations, termination, reductions-in-force, and separation agreements.
- Advice and counsel will be both on day-to-day issues as well as strategic and systemic initiatives.
- Respond on behalf of company to attorney demand letters and agency matters, including government-initiated inquiries and audits.
- Strategically and in a cost-effective manner, manage and partner with outside counsel in employment litigation matters.
- Negotiate with opposing counsel regarding separation and settlement agreements.
- Provide counsel on various human resources policies, practices and procedures. Support process improvement to gain efficiencies.
- Provide employment law support on M&A, integration and divestiture efforts.
- Responsibilities may include support for international client groups, depending on candidate's skills and company's business needs.

KEY QUALIFICATIONS

- J.D.; Admission to MA Bar or be admitted within one year of hire. In good standing in all jurisdictions where admitted.
- 5-8 years of relevant experience practicing employment law. Prior in-house experience preferred.
- Strong command of employment laws, regulations and best practices.
- Experience handling non-compete and other restrictive covenant matters. Immigration experience a plus, but not required
- Excellent written and verbal communications, client relationships and business acumen.
- Must possess a strong work ethic; be creative, proactive, enthusiastic, flexible, self-directed and highly ethical.