



Creating ecological solutions through innovative engineering

General Counsel

Wildlands is seeking an experienced, dynamic attorney to join our growing company in our Charlotte, NC office. This position will lead all legal aspects of the Wildlands' family of companies including our engineering consulting firm, various mitigation banking entities, real estate firm, and newly formed construction company. The ideal candidate is an innovative thinker, who can be a partner in business, proactive rather than reactive, and will be passionate about how our business can thrive and grow with superior legal guidance and strategic planning. This position has broad duties spanning corporate law, environmental law, real estate law, contract law, and labor and employment law. Major day to day responsibilities of the position include structuring complex real estate transactions, developing and negotiating consulting and subconsultant contracts, preparing construction contracts and change orders, and advising on employment related matters. This position is also charged with keeping up to date on all corporate governance documents, professional and corporate licenses, human resources documents, and company insurance policies. Often this position can be called on to review policy, legal, and statutory documents to advise company leaders on risk management and investment strategies.

Company Information

Wildlands Engineering, Inc. was founded in 2007 and focuses on stream and wetland restoration, watershed planning and assessment, and water quality management. Wildlands Engineering is the leading mitigation provider in North Carolina and is one of the most prolific ecosystem restoration firms in the Southeast and Mid-Atlantic. With offices in North Carolina, South Carolina, and Virginia, Wildlands Engineering provides water resources engineering, ecosystem restoration, mitigation banking, and consulting services to an array of clients, including local and state government and conservation organizations. Our dedicated, motivated, and highly trained team has experience in all aspects of mitigation banking, and is vertically integrated from real estate acquisition services, design and permitting to construction, project monitoring, and stewardship. Wildlands Engineering is committed to a watershed and ecosystem approach to ecological restoration and water quality management, and we provide exceptional services to our clients in an uncompromisingly ethical, innovative, and time-sensitive manner. Wildlands Engineering is employee-owned, has a culture defined by innovation and entrepreneurship, and is family-oriented.

Benefits Summary

Wildlands Engineering realizes the importance of a comprehensive benefits program to our employees and their families. As part of Wildlands Engineering's total compensation package, we offer employer-subsidized medical, dental, and vision insurance and employer-sponsored short-term disability, long-term disability, and life insurance. Employees receive paid vacation time, paid sick time as well as paid holidays, and three annual floating holidays employees may use at their discretion. Wildlands Engineering matches 100% of employee contributions to the employer-provided retirement savings 401(k) plan or Roth 401(k) up to a 5% of salary contribution. As well, all employees are eligible for our generous profit-sharing plan.

Job Description

Key Responsibilities

- Develop and update corporate documents including operating agreements, intercompany management agreements, and shareholder agreements.
- Manage contracting with clients, subconsultants, construction firms, and leasing.
- Manage corporate and human resource policies, including employee handbooks, auto policy, and hiring and termination practices.
- Develop, prepare, and negotiate terms of real estate transactions including developing option agreements, contracts to purchase, mitigation use rights agreements, and conservation easements.
- Order and review title work, subordinations, and closing documents.
- Coordinate with outside legal counsel where necessary.
- Oversee litigation, conflict resolution, and settlements.
- Proactively review and advise on legal policy, environmental regulations, and tax law issues.
- Meet multiple deadlines with a willingness to react positively to changes in priorities.

Qualifications

- 10 plus years of progressive experience working in environmental law, corporate law, real estate law, construction law, or similar.
- JD degree from an ABA accredited law school.
- Licensure to practice law in the state of North Carolina and membership with NC State Bar.
- Experience with real estate contracts is preferred.
- Experience with contracts related to professional services or construction is preferred.
- Experience with environmental policy is preferred.
- Experience preparing technical memorandums or legal briefs.
- Great attitude, passion, and interpersonal communication skills are a must.

PLEASE SEND RESUME AND COVER LETTER BY JANUARY 5, 2021 TO:

Email (*preferred method*): resumes@wildlandseng.com; subject line: General Counsel

Mailing Address: 1430 S. Mint Street, Suite 104, Charlotte, NC 28203

The cover letter should identify your previous work experience, why you are interested in this position, your approximate available start date, and any other information that you feel is important. Please be prepared to provide contact information for two references, if requested. If you are ready to advance your career with a great, employee-owned company, the time is now.

Wildlands Engineering will not pay a fee to a recruiter or agency, nor will Wildlands Engineering consider resumes and applications submitted by a recruiter or agency that does not have a signed agreement with Wildlands Engineering.

Wildlands Engineering provides equal employment opportunity without regard to race, color, religion, age, national origin, sex, sexual orientation, gender identity/expression, disability, veteran status, genetic information, or any other basis protected by federal, state, or local laws.

Wildlands Engineering maintains a drug-free workplace.