



Legal Counsel – Perseus Group, Constellation Software, Inc.

Job Description

The Perseus Operating Group (Perseus), a division of Constellation Software, Inc. (TSX:CSU, CSI), is seeking an energetic, independent and detail-oriented legal counsel. The legal counsel will draft legal documents, negotiate legal matters and advise business managers across Perseus on legal matters. The candidate will provide legal support for Perseus' extensive M&A activities and will also take the lead on other legal matters, including employment law, data privacy, data security, commercial contracts, corporate matters, litigation, intellectual property, compliance and managing outside counsel.

The legal counsel should have a sound legal understanding of mergers and acquisitions (M&A) and be willing to learn to handle labour and employment, and general corporate matters. The legal counsel will collaborate with resources in a variety of time zones. The legal counsel will be Perseus's first full-time lawyer and will report to the CFO of Perseus. The role offers the opportunity to join a growing international conglomerate and to be a catalyst for improvement.

This position offers flexibility in location. During the first year, the successful candidate may spend several days per week working from CSI headquarters (downtown Toronto), learning from CSI's general counsel. CSI is a publicly-traded company that acquires, manages and builds industry specific software business all over the world.

Responsibilities

- Assist CSI legal in drafting and reviewing M&A transactional documents, including purchase agreements, disclosure schedules, letters of intent and non-disclosure agreements, with the goal of taking over these matters from CSI legal.
- Review and monitor Perseus' M&A ownership step plans and ensure that from a legal perspective all necessary pre- and post- close steps are taken.
- Work with Perseus human resources and outside counsel to respond to employee claims; track overall trends and help implement best practices to avoid future disputes.
- Coordinate with Perseus Corporate IT on compliance, risk management and submit summaries of activities to CSI legal for review. Identify trends and assist with best practice implementation.
- Assist Perseus general managers with customer contracts and business association agreements.
- Be a point of contact for Perseus General Data Protection Regulation (GDPR) compliance queries and track continuing compliance with the standard.
- Maintain the formal signing authority and contract approval process for all directors, officers and general managers of Perseus.
- Be the lead point of contact in responding to subpoenas, claims and other corporate matters for Perseus.
- Review and maintain corporate records and legal entity registers. Ensure that all minute books, officer and director information, and entity information held by local authorities is correct for Perseus.
- Provide strategic legal advice to management on all matters that impact Perseus.
- Track Perseus trademarks and assist with any disputes. Ensure that we are making sound business decisions when deploying resources to protect IP.
- Other tasks may include public filings and disclosures, drafting resolutions, commercial contracting, and litigation management for Perseus.
- Stay abreast of relevant laws and regulations for the software industry. Document and ensure that the company follows all current business process laws.
- Manage external counsel in a cost-effective manner.

Professional Acumen

- The ideal candidate will have at least three years of corporate law experience (including articling) in M&A.
- The successful candidate will be adaptable and business-minded with a high degree of integrity.
- The successful candidate will be able to work independently.
- The successful candidate will have strong organizational and communication skills, that will permit the candidate to manage multiple acquisitions and maintain exceptional attention to detail.
- The role is best suited to someone who enjoys the fast pace of transactional work and is not afraid to roll-up their sleeves to get things done.
- The ideal candidate will be proactive and eager to contribute and learn, ask lots of questions, and provide solutions.
- The ideal candidate will have a mindset focused on continuous improvement and proactively identify, review, and implement process improvements.

Education and Technical Skills

- J.D. or L.L.B.
- Qualified to practice law
- Master's or bachelor's in business administration will be considered an asset
- Three years or more of professional experience in a corporate law or similar environment (including articling)
- Exposure to labour and employment law is an asset
- Exposure to contract issues and dispute resolution is an asset
- Experience with U.S. and international law (UK and Australia) is an asset
- Exposure to technology and technology-related legal work is an asset
- Exposure to healthcare sector is an asset

Interested candidates should send a resume and cover letter to perseus_hr@constellationhbs.com with the subject line "Perseus Legal Counsel". The cover letter should not exceed one page and the resume should not exceed two pages.