

About the Company

Herman's Building Centres, established in 1969, is a dynamic leader in the building material supply industry, using cutting edge technology and focusing on excellent customer service. It is a family owned business that currently enjoys the benefits of both first and second generations. The head office is located in downtown St. Catharines. Eight store locations throughout Southern Ontario proudly carry the Herman's name, as the company continues to grow and expand. To accommodate company growth we require a staff lawyer. The position offers full time hours, competitive wages, a positive work environment in the corporate world, group benefits, career and advancement opportunities along with enhanced skill development. Don't miss this unique career opportunity! For more information on Herman's, please visit www.hbci.ca.

Overview

Herman's requires a staff lawyer to manage the day to day legal aspects of the company. The company's philosophy is to ensure that the corporation and its operating arms function in a manner to address all legal obligations and compliance up front to avoid costly legal claims. The responsibilities will include providing legal advice on general corporate, commercial, employment, and regulatory matters. The person in this position will also be accountable for direct interaction with debtors to resolve outstanding client account balances and pursue legally as required. The applicant must have a membership with the Law Society of Upper Canada in good standing.

Counsel Provision

- Ensure advice to senior management is up-to-date, including apprising senior management of relevant changes to the law and the enactment of new laws and regulations.
- Perform independent research and analysis of statutes, regulations and case law, including, if necessary, discussion with outside legal specialists, inclusive of but not limited to corporate, commercial, and employment laws .
- Manage your own files in a wide variety of areas including sales & procurement agreements; legal entities; employment; intellectual property & licensing; & other matters.
- Support executives & business unit managers to mitigate risk within a dynamic business environment.

Legal Contracts and Documents

- Draft and present clearly written legal documents (e.g. contracts, purchase orders, leases, licenses, non-disclosure agreements, letters, etc.) to senior management for review and signature, within the Company's limits of risk tolerance.
- Lead negotiations of legal/commercial terms and conditions using discretion in revising contract clauses within contracting guideline requirements.

Skills

- Possess a strong and professional work ethic
- Exceptional attention to detail
- Excellent interpersonal, written and oral communications skills for direct client contact

- Ability to work both independently and as part of a team in a fast-paced environment
- Assertive and effective negotiator
- Strong organizational and time management skills to effectively prioritize and meet deadlines with minimal supervision
- Flexibility to work overtime when necessary (month-end, year-end)
- Strong knowledge and comfort level with Windows based software and ability to learn current financial software
- Reliable, punctual, energized and positive with the ability to work with targets and deadlines

Herman's offers a competitive salary and benefits.

Those with a positive attitude and a willingness to grow with us , to be part of our team may attach a resume and cover letter in MS Word or PDF format to:

Hr195B@hbc.ca or fax us at (905) 682-5777. Please indicate which position you are applying for. Due to the high volume of applicants only those most qualified will be contacted. Please respond only in the manner indicated.