



LEGAL SEARCH  
CONSULTANTS

[WWW.MLAGLOBAL.COM](http://WWW.MLAGLOBAL.COM)

## Position Description



April 2014

### Scripps Networks Interactive, Inc.

Knoxville, TN

[www.scrippsnetworksinteractive.com](http://www.scrippsnetworksinteractive.com)

*Scripps Networks Interactive, Inc. ("Company") has exclusively retained Major, Lindsey & Africa to conduct a search for a Director, Business & Legal Affairs, to be located in Knoxville, Tennessee, New York City or Chevy Chase, Maryland. Scripps Networks Interactive, Inc. is an equal opportunity employer. Interested candidates please submit your resume (in MS Word) to the recruiters managing this search, Deborah Ben-Canaan at [dbencanaan@mلاغlobal.com](mailto:dbencanaan@mلاغlobal.com) and Debbie Tang at [dtang@mلاغlobal.com](mailto:dtang@mلاغlobal.com), to the MLA recruiter who contacted you about this position, or by submitting your resume to [ScrippsDBLA@mلاغlobal.com](mailto:ScrippsDBLA@mلاغlobal.com). Please do not contact the Company directly; all resumes sent to the Company will be routed to MLA for handling and will create delays.*

### Director, Business & Legal Affairs

**Overview:** The Director, Business & Legal Affairs will be a key member of Scripps Networks' Talent Management team, supporting the programming groups for Food Network, Cooking Channel, HGTV, Travel Channel, DIY Network and Great American Country at the company's headquarters in Knoxville, Tennessee, although applicants who would like to work at the company's offices in New York City or Chevy Chase, Maryland will also be considered.

**Experience:** 4+ years of strong contracts experience, preferably in a law firm and/or in-house. Knowledge of talent negotiation/management, and the production, licensing, promotion, and exploitation of television programming, music, movies, or other media strongly preferred.

**Compensation:** Competitive base and bonus commensurate with experience.

**Relos:** Yes.

## COMPANY OVERVIEW

Scripps Networks Interactive, Inc. (NYSE: SNI) is one of the leading developers of engaging lifestyle content in the home, food and travel categories for television, the Internet and emerging platforms. The company's lifestyle media portfolio comprises popular television and Internet brands HGTV, DIY Network, Food Network, Cooking Channel, Travel Channel, and Great American Country, which collectively reach more than 170 million consumers each month. Companion websites complement on-air programming with video and social media that inform and inspire. SNI's global networks reach millions of consumers across Asia, Europe, the Middle East and Africa.

SNI is focused on a consumer-centric philosophy that allows it to deliver video content to fans of its home, food- and travel-oriented brands whenever and wherever consumers want. This keen focus has helped establish SNI as the leader in lifestyle media. Its blend of programming is viewed on every continent, while the company's websites lead their respective categories with more than 18 million unique visitors every month. SNI's content distribution includes, but is not limited to: video-on-demand, Internet, satellite radio, books, magazines, DVDs, video games, and the latest mobile and emerging media. In addition, SNI's brands touch consumers through branded merchandising such as kitchenware and other home products, food venues, and experiences such as festivals and cruises.

The company manages operations through one reportable operating segment, Lifestyle Media. The Lifestyle Media business segment includes six national television networks and their portfolio of related interactive lifestyle brands. Lifestyle Media also includes Web sites that are associated with the aforementioned television brands and other Internet based businesses, such as FrontDoor.com, serving food, home and travel related categories.

The Lifestyle Media segment generates revenue principally from the sale of advertising time on national television networks and interactive media platforms and from affiliate fees paid by cable television operators, direct-to-home satellite services and other distributors that carry SNI's network programming. The Lifestyle Media segment also earns revenue from the licensing of content to third parties and the licensing of SNI's brands for consumer products such as videos, books, kitchenware and tools.

SNI is also executing an international growth strategy. The company, through equity ownership positions in joint ventures and other partnerships, seeks to become a world leader in lifestyle media and brand-related products and services. SNI initiated its international strategy with the launch of Food Network on BSky-B in the United Kingdom, reaching 10 million households. SNI is also considering entering or creating partnerships in other international markets, including the Asia-Pacific, India, and Latin America.

SNI is a \$2.5 billion, 2,100 employee publically-traded organization headquartered in Knoxville, Tennessee, with offices in New York, Los Angeles, Chicago, San Francisco, Washington, D.C., Dallas, Atlanta, Detroit, Nashville and Cincinnati. Scripps Networks International also has employees based in the United Kingdom, Singapore, and Brazil.

## WHY SCRIPPS?

- Affiliation with industry-leading networks and popular brands.
- Cutting edge, interesting work.
- Tennessee is a great, family friendly place to live, with no state income tax.

## POSITION OVERVIEW

The Director, Business & Legal Affairs will be a key member of Scripps Networks' Talent Management team, supporting the programming groups for Food Network, Cooking Channel, HGTV, Travel Channel, DIY Network and Great American Country at the company's headquarters in Knoxville, Tennessee, although applicants who would like to work at the company's offices in New York City or Chevy Chase, Maryland will also be considered. The principal focus of the role will be negotiating and drafting agreements for talent featured in television programming, and providing advice and counsel to various business units across the Scripps Networks regarding talent, production, licensing, and the promotion and exploitation of linear programming, as well as related business activities. Some travel will be required for this position.

### Key Relationships

Reports to: Vice President, Business & Legal Affairs

Other key relationships: Chief Legal Officer and Corporate Secretary  
Senior Vice President, Legal & Business Affairs  
President, Food Category  
President, Home Category  
President, Travel Channel  
GM, Food Category  
GM, Home Category  
GM, Travel Channel  
Programming teams for Food, Home Categories, and Travel Channel  
CFO, Food Category  
CFO, Home Category  
CFO, Travel Channel

Day-to-day responsibilities include:

- Negotiate, draft and interpret various agreements and other legal documents relating to programming, particularly talent-related agreements but also including production, co-production and acquisition agreements, waivers, releases and financing documents;
- Provide advice and counsel, primarily relating to issues involving talent, as well as the production, exploitation and marketing of programming; and,
- Any other responsibilities assigned by the Vice-President, Business & Legal Affairs.

## QUALIFICATIONS & SKILLS

### Education:

- JD from a top tier law school.

### Required Experience:

- Law Degree and admission to Tennessee bar or ability to waive into Tennessee bar required.
- 4+ yrs of experience practicing as an attorney.

- Top law firm training and/or in-house experience.
- Experience in talent negotiation/management, and the production, licensing, promotion, and exploitation of television programming, music, movies, or other media strongly preferred.
- Excellent negotiating and drafting skills.
- Strong written and oral communication skills.

**Personal Attributes and Traits:**

- Strong interpersonal skills.
- Strategic thinker with proven problem-solving abilities.
- Must be an excellent lawyer, able to provide fast, well-reasoned, business-based legal counsel; able to take business leaders' concerns and demands into account in how best to pursue legal strategies.
- Detail-oriented, intelligent, and articulate.
- Ability to multitask and work effectively under pressure.
- Ability to work effectively with employees at all levels of the Company.

---

**CONTACT INFORMATION**

To submit a resume or request additional information, please contact:

**Deborah Ben-Canaan**

Partner

[dbencanaan@mlaglobal.com](mailto:dbencanaan@mlaglobal.com)

**Debbie Tang**

Managing Director

[dtang@mlaglobal.com](mailto:dtang@mlaglobal.com)

Additional information can be found on [www.mlaglobal.com](http://www.mlaglobal.com)