

JOIN US AS A SR CORPORATE COUNSEL, TAX & EMPLOYEE BENEFITS

About This Opportunity

Provide legal advice and counsel to Target Corporation with respect to taxation of executive compensation and employee benefit matters. Ensures that business partners receive timely, effective, and cost-efficient legal services.

Use your skills, experience and talents to be a part of groundbreaking thinking and visionary goals. As a Sr Corporate Counsel, you'll take the lead as you...

- Provide legal advice and counsel to Target's Pay & Benefits Department, with respect to taxation of executive compensation. Includes providing assistance with program design and documentation in the areas of stock-based compensation and deferred compensation. Emphasis is on U.S. Federal and State taxation, but position will also be expected to coordinate delivery of tax counsel in other jurisdictions.
- Advise business partners on regulatory and compliance issues involving ERISA, HIPAA, COBRA, the Affordable Care Act, and the Internal Revenue Code.
- Help design and provide counsel with respect employee benefit plans and programs that comply with ERISA, HIPAA, COBRA, the Affordable Care Act, and the Internal Revenue Code.
- Support the Pay & Benefits Department by developing and managing policies and procedures regarding taxable perquisites and related employee matters.
- Effectively communicate with senior members of the Pay & Benefits and Tax Departments.

Requirements

- J.D. with a minimum of 7 years' experience actively practicing in the area of taxation and employee benefits at a law firm, in-house legal department, or accounting firm.
- A proven background of relevant legal experience exhibiting maturity and independence of judgment in difficult and complex circumstances.
- Strong analytical skills.
- Strong written and oral communication skills.
- A self-starter committed to continuous learning.
- Ability to weigh legal risks within a dynamic business environment and deliver proactive and constructive legal advice.
- Ability to work independently; strong initiative; diligent follow-through.
- Must be capable of managing multiple demands while maintaining excellent client relationships and providing prompt legal service.