

# Dir Corp Counsel

Founded in 1886, American Water is the largest and most geographically diverse publicly traded U.S. water and wastewater utility company. With headquarters in Voorhees, N.J., the company employs 6,800 dedicated professionals who provide regulated and market-based drinking water, wastewater and other related services to an estimated 15 million people in 47 states and Ontario, Canada. To learn more about American Water and additional career opportunities, visit [www.amwater.com](http://www.amwater.com).

**Primary Role:** Responsible for working with the entire organization including state rate leaders, in-house regulatory and operations counsel, rate support personnel and the finance team to implement and support the Company's national and multijurisdictional rate and regulatory strategies, practices and processes in a consistent and integrated manner across all operating subsidiaries. Support the identification, development and implementation of enterprise-wide rate and regulatory strategies and best practices within each division and state. Advise and support all companies within the enterprise including service company and parent company on public utility regulatory and policy matters. Support the development of Company-wide rate and regulatory policies and strategies. Responsible for other legal duties as may be assigned by the Chief Regulatory Counsel, Deputy General Counsel or General Counsel from time to time.

## Key Accountabilities:

**Divisional/State Support:** Provide support, resource and guidance to divisional and/or state in-house regulatory and operations counsel and rate leaders to ensure that national, divisional and subsidiary rate and regulatory needs are fully considered, integrated and aligned to maximize rate and regulatory effectiveness and drive overall cost efficiencies. Partner with each state in addressing national and multijurisdictional rate and regulatory issues that have broad implications for the enterprise. Work collaboratively with the rate and regulatory teams to provide cost effective support.

**Best Practices:** Support functional excellence for all rate and regulatory legal activities. Provide strategic advice, mentoring, ongoing counsel and training to the in-house divisional and/or state regulatory and operations counsel relative to structuring rate and regulatory legal activities, building capacity and expertise and ensuring functional excellence.

**Service, Parent and Affiliate Company Rate and Regulatory Legal Strategy:** Support the development and effective implementation of the Company's enterprise-wide rate and regulatory policies and strategies, and advise on cost recovery strategies for Service and Parent Company costs. Work closely with the Company's in-house divisional and/or state regulatory and operations counsel to advance the Company's strategy to recover Service and Parent Company costs.

**Cross Functional Legal Strategy and Support:** Work with various internal teams including the external affairs, communications and public policy group, business development, human resources and compensation, finance and operations teams to design and support recommended changes to individual state laws and regulations to improve the rate and regulatory prospects of the Company. Support the adoption of technology tools that facilitate improved collaboration, case management and regulatory compliance across the Company.

**Other Legal:** Responsible for legal duties as may be assigned by the Chief Regulatory Counsel, Deputy General Counsel and General Counsel and from time to time.

## Skills/Knowledge:

- Track record of successfully building professional relationships, institutional knowledge and technical capacity to support functional excellence. Experience working in a highly matrixed reporting environment preferred.
- Able to manage complex dockets and deliver outstanding results through effective management skills in a matrix organization using strong, collaborative relationships rather than direct line accountability. Demonstrate a comprehensive understanding of strategies and tactics to maximize rate and regulatory legal effectiveness and align state, divisional and corporate efforts to support and enhance overall rate and

regulatory legal objectives. Able to interface effectively and successfully with different management teams earning their respect, trust and confidence. Work collaboratively with all internal and external partners. Possess excellent written and verbal communications skills.

- Advanced knowledge of public utility and general corporate laws and regulations. Possess strong insights and capabilities in identifying opportunities for professional development of key staff members. Adept at building relationships that enhance the effectiveness of skill development.

**Education/Experience:**

- Bachelor's degree and a JD
- Eight to ten years' experience practicing law. Experience in supporting or managing rate and regulatory legal dockets strongly preferred.

**Travel Requirements:** 35%

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**American Water is committed to a diverse workforce.**

**EOE/Minority/Female/Disabled/Veteran**