



Immigration Attorney (Req #983189)

Microsoft Corporate, External, and Legal Affairs has an immediate opening for an experienced attorney to join HR Legal's U.S. Immigration Team. The U.S. Immigration Team provides legal and strategic U.S. immigration counsel to HR and Microsoft businesses worldwide, drives immigration compliance, and supports the immigration needs of foreign national employees and their families. The attorney in this role will advise a business within Microsoft on all U.S. immigration matters. The attorney will have an ability to positively impact the lives of Microsoft's foreign employees in the U.S., while helping our businesses achieve their most important strategic goals by bringing the best talent to Microsoft.

Primary Duties:

As part of a team of attorneys, develop and implement immigration legal strategies for Microsoft

Provide strategic legal advice to HR partners and foreign national employees regarding US immigration issues, including H-1B, L-1, TN, PERM labor certification, immigrant visa petitions (Multinational Managers, Outstanding Researchers and Extraordinary Ability) and Adjustment of Status applications

Oversee the preparation and filing of non-immigrant and immigrant visa petitions and applications

Provide strategic direction to HR partners on workforce planning, job changes and employer obligations relating to immigration document requirements

Serve as a legal partner to the business by understanding business needs and working to find solutions that meet those needs

Qualifications:

JD, outstanding academic credentials and an active license to practice law

7+ years' experience as a practicing attorney, preferably in a high-volume business immigration practice with mid/large technology clients, and specifically working on the following types of matters: H-1B, L-1, TN, PERM labor certifications, immigrant visa petitions including Multinational Managers, Outstanding Researchers and Extraordinary Ability, and Adjustment of Status applications

Outstanding analytical, writing, and oral communication skills effective with both lawyers and non-lawyers

Sound and practical business judgment, ability to think strategically, and desire to establish a "trusted advisor" relationship with key business clients

Demonstrated ability to work efficiently, meet demanding deadlines in a fast-paced environment, prioritize workflow and adjust to frequent workload fluctuations

Ability to solve problems with a focus on achieving results that benefit our business as well as the business of our customers and partners

Desire and ability to work with diverse teams

Ability to collaborate and partner effectively with others as a member of a legal services team

Microsoft is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, sex, sexual orientation, gender identity or expression, religion, national origin or ancestry, age, disability, marital status, pregnancy, protected veteran status, protected genetic information, political affiliation, or any other characteristics protected by local laws, regulations, or ordinances.