

Compliance Counsel, Fair Competition

Johnson Controls, Inc. (“JCI” or the “Company”) is seeking an experienced attorney to serve as Compliance Counsel with primary responsibilities for compliance with international fair competition laws. This person will work closely with business management, compliance professionals, and other lawyers in the Law Department in support of the Company’s fair competition compliance program. The Compliance Counsel, Fair Competition will have global responsibilities, including assisting in internal investigations, assisting with mergers and acquisition activity, developing content and conducting training, and advising business leaders on fair competition risks.

The Company

The Position

Reporting to the Senior Compliance Counsel, Anticorruption and Investigations, the position will be based in JCI’s Milwaukee, Wisconsin headquarters. The Compliance Counsel, Fair Competition will work as part of JCI’s global law team. He or she will also work closely with compliance and audit personnel at both corporate and business levels in managing and resolving compliance issues. The Compliance Counsel, Fair Competition will be expected to manage and support the Company’s overall fair competition efforts.

This position requires someone with strong legal and interpersonal skills, as it will involve direct interaction and communication with senior-level executives, as well as business-level employees around the world. The candidate must demonstrate sound judgment and unwavering ethics, given the complexities and challenges of global compliance requirements.

Responsibilities include:

- Providing advice, counsel, training, and support to JCI’s businesses on fair competition issues.
- Supporting JCI’s global sales and service operations with expert compliance counseling and advice.
- Developing content and delivering training related to fair competition compliance.
- Working in partnership with JCI’s audit personnel in support of the Company’s compliance and auditing programs.
- Driving a culture of compliance across all levels of the company.
- Managing outside lawyers and costs.
- Overseeing and resolving fair competition compliance enforcement actions.
- Supporting acquisitions and divestitures with sound risk management principles, including participating in due diligence.

Qualifications

- Five to ten years of relevant legal experience, including a minimum of three years direct experience interacting with state and federal fair competition regulators.
- Significant experience supporting mergers and acquisitions.
- Excellent academic credentials.
- Admission to at least one state bar (if not Wisconsin, must qualify for Wisconsin’s in-house counsel registration).

- Sound knowledge of and experience with U.S. and international laws and regulations with demonstrated expertise in fair competition laws and regulations.
- Excellent communication and writing skills.

The candidate must also demonstrate the following personal qualities:

- The ability to lead, inspire and manage effectively with unquestioned integrity.
- Self-motivation with the ability to manage and regularly prioritize a heavy workload.
- Excellent analytical abilities.
- Understanding commercial objectives and realities, and the ability to solve complex problems practically.
- Strategic, collaborative thinking around program enhancement.
- Excellent interpersonal skills with the ability to relate comfortably at all levels within an organization, and with culturally-diverse, international personnel.
- Exceptional presentation, professionalism, and advocacy skills with the ability to promote and defend the interests of the business with regulators.
- The ability to meet challenges confidently, and react ethically, quickly, and helpfully in a fast-paced environment.