

Date:	5/23/17	Status:	Final
Hiring Manager:	John Buchanan		
CIP:	Sr. Attorney		
Working Title:	Sr. Attorney		
Department:	Law Department		
Work Location:	Rosemead		
Posting Type:	Int / Ext		
Offer Relo:	No		
Requisition #:	71018303		
Position #:	50143461		

Are you looking to make a difference in your career? We're working on smarter grids, cleaner energy and tools to help people manage energy more efficiently.

Position Overview:

Southern California Edison's Law Department is responsible for handling all legal issues affecting the utility. This position will handle a wide range of labor and employment matters for the company in a lead counsel capacity and will report to a Director and Managing Attorney. The successful candidate will be part of a small team of attorneys assigned to a particular section of the Law Department but must be able to work independently as well. The candidate also must be able to direct and manage outside counsel retained to support the company's legal needs. The successful candidate will be responsible for advising and representing the Company on complex regulatory, litigation, compliance and enforcement matters, including those arising under federal, California, and/or other state laws and regulations. This position will also provide legal support to SCE Organizational Units and to Company Senior Management, while collaborating with other Company personnel on decisions that impact utility operations.

Responsibilities to include:

- Represent the Company primarily in state and federal court on employment and benefit matters including discrimination, harassment, retaliation and wrongful termination claims as well as ERISA benefit claims. Practice involves all forms of civil litigation and alternative dispute resolution, including filing and defending actions up to and including trial/arbitration and appeal.
- Represent the Company in arbitrations arising out of collective bargaining agreements.
- Represent company interests before state and federal agencies including the Department of Fair Employment and Housing, Equal Employment Opportunity Commission, the National Labor Relations Board and the Office of Federal Contract Compliance.
- Advise client organizations in identifying and resolving legal, business and strategic issues relating to employee discipline, equal opportunity including disability matters, labor relations including application of collective bargaining agreements, family and medical leave, wage and hour issues, application of human resources policies, and other employment related matters.
- Interface with SCE personnel in other departments and external third parties to gather information pertaining to highly complex legal, technical, and/or sensitive issues.
- Contribute to cross-functional or departmental projects and teams.

Minimum Qualifications:

- Juris Doctorate (J.D.) from a nationally recognized law school.
- Current member of the State Bar of California or ability to obtain such qualification.
- Three years practicing employment litigation and advice. Experience can be at law firm, corporate in-house setting, governmental authority, or a combination.

Desired Qualifications:

- Top academic credentials desired.

- First-chair trial experience.
- Experience interacting with federal, state, or local agencies.
- Strategic thinker with strong analytical ability to provide legal advice within a business context.
- Excellent written and oral communication skills.
- Ability to simultaneously manage a variety of assignments, work quickly and effectively under pressure, and prioritize activities and risk.
- Strong interpersonal skills and the ability to work effectively as part of a team including ability to promote positive cooperation within the legal team, with other Company personnel, and with outside counsel.

Comments

- Candidates for this position must be legally authorized to work directly as employees for any employer in the United States without visa sponsorship.
- Relocation may be offered.
- Mobility Policy - [Link to Mobility Policy](#)

Southern California Edison, an Edison International (NYSE:EIX) company, serves a population of nearly 14 million via 5 million customer accounts in a 50,000-square-mile service area within Central, Coastal and Southern California. Join the utility leader that is safely delivering reliable, affordable electricity to our customers for over 125 years.

Southern California Edison is an Affirmative Action and Equal Opportunity Employer, Minority/Female/Disabled/Veteran/Gender Identity/Sexual Orientation.

If you require special assistance or accommodation while seeking employment with Southern California Edison, please call Human Resources at (800) 500-4723, and choose option 3 for the Employee Information Center. Representatives are available Monday through Friday, 8 a.m. to 4 p.m., Pacific time, except Wednesdays when the center closes at 2:30 p.m., and holidays, or (800) 352-8580 (Telecommunications device for the hearing impaired - TTY).