



Principal Counsel – Consumer Regulatory Advisory
Richmond, VA
Requisition # [R39933](#)

At Capital One, we march to a different beat! While we may be a top-10 bank by deposits, we operate and innovate with the vigor of a start-up. With thousands of employees, we never lose anyone in the shuffle, but celebrate individuals with respect and exceptional benefits. And we don't just fill positions, but recruit the best and the brightest people that know how to set industry trends and wow consumers.

We're excited to be growing and hiring across the country to build the next generation on sound practices and values so that our philosophy can transcend into our products and services. We hope you join our tremendous team that has helped changed our industry for the better. We may do it by the book, but we're far from boring. We're the talented and vibrant Capital One Legal team, and we're looking for more enthusiastic and intelligent people to join our group. Here, you'll find we value hard work, camaraderie and the title of one of the "100 Best Companies to Work For." While working alongside some of the best in the business, you'll also have the pleasure of a flexible work environment where great benefits start on day one. If this sounds like the dream job you've been searching for, we hope you apply today.

Capital One's growing Legal department will allow you to showcase your talents in a fast paced, fun environment. At Capital One, you get to work with bright and intelligent individuals who will help elevate you to a new level. If you enjoy working with a team of high performing top talent, Capital One is the place for you! Our legal team thrives on collaborating and creates an environment where everyone's voice is heard. This exciting role will allow you to use your depth and breadth of experience to strategize and influence management as well as the business lines you support. In addition, you will have the opportunity to enhance your skills and broaden your knowledge. Come to Capital One to be a part of challenging work while enjoying our exceptional culture and work life balance.

The Role:

Within the Regulatory Team in Capital One's Legal Department, this legal principal associate / principal associate counsel will have responsibility for reviewing new laws and regulations applicable to Capital One's operations, then summarizing those laws in a format readily understandable by non-legal associates. Working with subject matter specialists in the Legal Department, business line leaders and Compliance specialists, the principal associate / principal associate counsel will help ensure Capital One's compliance with applicable laws by both drafting new legal requirements and helping to integrate those requirements into the regulatory compliance process. This role requires an attorney with strong analytical, organizational, and prioritization skills and the ability to work effectively in a fast-paced environment with minimal supervision to manage large volumes of work, including complex legal issues that may arise suddenly. This role also requires an attorney with excellent verbal and written communication skills, willingness to work as a team player, and the ability to interact with and influence associates across departments and job levels.

Responsibilities:

- Review state and federal laws and regulations for their applicability to Capital One's business operations
- Draft legal requirements derived from applicable laws and regulations in a way that non-legal personnel can understand and implement
- Advise business lines on the legal import of applicable laws and regulations
- Identify and coordinate resolution of compliance or operational errors
- Provide reporting and management assistance to attorneys and business partners

Basic Qualifications:

- Juris Doctorate (JD) with admission to at least one state bar
- At least 2 years of experience as an attorney in a law firm, OR At least 3 years of experience as an attorney within an in-house legal department, OR At least 3 years of experience as an attorney within a consumer financial services environment

Preferred Qualifications:

- 3-5 years of experience as an attorney in a law firm, within an in-house legal department, OR as an attorney within a consumer financial services environment
- 2 years of experience with the federal rule-making process
- 2 years of experience as an attorney within a regulatory environment
- Proficiency with Microsoft Excel, Microsoft Word, Microsoft Outlook, and Microsoft PowerPoint

At this time, Capital One will not sponsor a new applicant for employment authorization for this position.