



## Senior Legal Counsel – Products

Workday seeks a highly motivated lawyer who is willing to drive strategic change through informed and intelligent legal counsel and business partnership. We seek a lawyer who can manage multiple responsibilities and tasks in a fast-paced and high energy environment. The ideal candidate will possess exceptional judgment and strong business acumen and will be able to hit the ground running as a business oriented strategic advisor with experience supporting the entire product lifecycle, from concept to general availability. Candidate must possess an executive presence that will make them effective and persuasive in dealing with and building relationships with customers and partners, as well as senior management.

### Responsibilities

- Counsel and guide product management, development, engineering, support and marketing teams on a variety of issues, including intellectual property, commercial terms, privacy, and regulatory compliance matters relating to new and existing products and features throughout the entire product lifecycle
- Lead technology transactions by negotiating and drafting complex commercial, licensing and intellectual property agreements affecting Workday's products and services
- Review and interpret third party posted terms to guide the product teams and ensure Workday's compliance
- Help develop commercial strategy for new products through partnership with senior management
- Work closely with a cross-functional team to develop effective go-to-market plans for new products and services by determining the best way to integrate new offerings into Workday's current sales, delivery and support models
- Develop and deliver training to inform internal teams on best practices and mentor junior team members

### Required Skills & Experience

- 8+ years' broad-based experience with a leading law firm and/or in-house with a recognized and respected technology company, with at least 5 years focused on negotiation of significant technology transactions
- JD from a recognized U.S. law school and license to practice in California, or eligibility for in-house registration
- Specific experience in a SaaS, cloud computing, enterprise software or social network environment is highly valued
- Knowledge and experience with data privacy and protection, intellectual property, mobile and cloud computing, competition law, technology and software licensing, open source software and consumer protection is highly valued
- Experience counseling management teams on product development issues and go-to-market strategies, negotiating complex contracts and licensing arrangements, dealing with product issues in mergers and acquisitions transactions and resolving complex commercial disputes, is highly valued, as is experience counseling global organizations on product and compliance issues
- Detail-orientation and ability to manage multiple transactions and projects simultaneously under deadline pressure



- Excellent oral, written and interpersonal communication skills and the ability to create and sustain lasting relationships
- Superior issue spotting skills, business judgment and the ability to address complex opportunities and issues in creative and effective ways
- Ability to deliver in a demanding, fast-paced and entrepreneurial environment in a timely manner
- A strong team player who can work well with colleagues in finance, sales, operations, development and other functions
- Ability to navigate complicated and nuanced issues and lead business discussions and provide directions around those issues
- Strong leadership ability, including outstanding influence skills
- Enthusiasm for solving problems and adding value to the company
- Committed to personal growth and development by actively seeking feedback and responding with action
- Open and honest in communications with all stakeholders – legal colleagues, management, customers, auditors, regulators and others

Please visit [Workday Careers](https://www.workday.com/careers) or email [kim.larosa@workday.com](mailto:kim.larosa@workday.com)