

Harley-Davidson Motor Company  
Vice President and Chief Legal Officer

### **Job Summary**

The Vice President, Chief Legal Officer must be a clear and confident leader who serves as a business partner and trusted advisor to the CEO, senior management and the Board of Directors on a wide range of strategic, business, operational and tactical issues. The incumbent will be responsible for the following:

### **Role Summary**

- Serve as a senior advisor to the CEO and to the Board of Directors
- Serve as Chief Compliance Officer and ensure the organization is in compliance with laws, regulatory requirements, policies and procedures.
- As a key member of the executive leadership team, counsel on the legal ramifications of significant company strategic initiatives and implement and approve legal policies and procedures in accordance with business needs. Participate fully in problem solving, key discussions and decisions that are critical to the future of the business.
- Interact on a regular basis with the Board of Directors and, although not a member of the Board, attend all Board meetings and designated committee meetings of the Board, regularly reporting and advising on significant legal matters.
- Advise on major corporate transactions, including all mergers and acquisitions, joint ventures, major contracts and other strategic business initiatives.
- As Corporate Secretary of the company, oversee the preparation of all relevant corporate filings and preparation of Board and committee meetings agendas and minutes; work closely with the Legal team to ensure the accuracy of all public disclosures and other governmental filings.

### **Key Attributes Include**

- An experienced attorney with the legal background, communication and interpersonal skills required to function successfully in a dynamic business environment.
- Experience assessing legal risk in difficult situations, such as a matter of acute time pressure and/or an issue of great materiality to a company.
- A proven track record of serving as a key member of a corporate leadership team; proven ability to work collaboratively with a team of senior executives in a company. Ability to influence major decisions having legal ramifications through reasoned analysis balancing business needs and risks.
- A lawyer who demonstrates passion for the business and who will be looked to for his or her business acumen, as well as legal advice, bringing good judgement and problem solving to the analysis of difficult decisions.
- A lawyer who is practical, has a commercial mindset and who will bring to the position a sense of urgency and a bias towards action.
- Courage of his/her own convictions and a willingness to step up and articulate a contrary position in the appropriate situations.
- Demonstrated track record in leading a legal function. Successful experience developing talent, building and motivating a legal team and when necessary advocating and instituting change within the team.
- Strong interpersonal skills including negotiation, cooperation, persuasion and diplomacy.
- Experience working in a law firm as well as in-house strongly preferred.

The successful candidate must hold a law degree from an American law school and be a member of any state bar. Within a reasonable period of time, the new Chief Legal Officer must demonstrate admission to the Wisconsin state bar as corporate in-house attorney.