

Senior Counsel – Commercial and M&A

Company Summary

The TriCal Group is a privately held family of companies based in the United States, with worldwide affiliates in areas including Canada, Europe, Latin America, Australia, South Africa, and Asia. The TriCal Group exists to promote the most beneficial soil environment for growers to produce healthy, bountiful crops that feed the world. We accomplish this by supplying pre-plant soil fumigation material and application, crop health and nutrition analysis, post-harvest fumigation, irrigation, fertigation, and agricultural equipment to growers in over 30 countries.

Job Summary

We are seeking a Senior Counsel with strong commercial and M&A skills and experience to report to our General Counsel. In this role you will draft and negotiate a variety of commercial agreements, work cross functionally with the CEO, CFO, operating company leaders, risk management, and human resources team. This is a unique opportunity to join a small legal team supporting a company with over 100 entities and regular private M&A activity. You will be interfacing with senior company leaders on a wide variety of issues, and will be empowered to create and implement positive changes in policies and processes.

Primary Duties and Responsibilities

- Provide subject matter expertise in commercial matters and M&A.
- Draft and negotiate a broad range of commercial agreements, including distribution, partnership, reseller, non-disclosure, and master services agreements.
- Create project plans and due diligence workflows, and delegate appropriately.
- Provide comprehensive legal support to senior leaders and stakeholders, including issue spotting in a variety of scenarios and subject matters, conducting research as needed and engaging and managing outside counsel effectively.
- Develop and/or maintain commercial playbooks and clause libraries to meet business requirements, align with company policies, mitigate risk, and establish consistency in contract negotiations.
- Seek to continuously improve existing forms, templates, and processes cross-functionally.
- Create and conduct company-wide legal trainings on the sales and procurement processes, M&A process, and other topics.
- Collaborate with legal team members on ad hoc projects, litigation, corporate matters, and legal research.
- Stay up to date on industry news and legal developments and trends relevant to the business, such as certain state and federal environmental laws and regulatory activity.

Experience and Skills

- JD and are admitted to a state bar in good standing (preferably California)
- 7+ years of attorney experience commercial, M&A, and corporate governance (preferably a combination of law firm and in-house experience)
- Strong communication skills, providing clear and timely communications to both legal team members and non-attorney stakeholders
- Attention to details and strong organizational skills; solid project management skills
- Self-motivated with the ability to multitask and work independently
- Proactive in building relationships with stakeholders
- Industry specific experience and knowledge of relevant regulatory compliance a plus
- Antitrust and competition law knowledge and experience a plus

Annual Salary: \$165,000 - \$200,000