

Senior Associate Counsel - Labor and Employment

Job ID: 88183

Location: Manhattan - Midtown

Metro-North Railroad has the right to remove this posting prior to the application deadline.

Compensation: Grade H \$87,244.75 - \$109,055.94

MTA Metro-North Railroad is a dynamic organization, operating out of the jewel of New York City, Grand Central Terminal. We provide service to over 82 million customers annually, traveling in and out of New York and Connecticut. A subsidiary of the Metropolitan Transportation Authority, Metro-North Railroad is the busiest commuter railroad in the nation. MTA Metro-North Railroad strives to provide a safe commute, great service to its customers and rewarding opportunities to its employees.

Position Objective

Represent and defend Metro-North in legal matters before federal and state courts and before administrative agencies, with focus on labor and employment matters. Provide legal advice and counsel to Metro-North managers with respect to labor and employment related matters.

Responsibilities

Litigate before local, state and federal administrative agencies and courts. Provide legal advice and guidance to internal Metro-North departments. Supervise and assist outside counsel.

Represent Metro-North's interest in miscellaneous litigation and non-litigation matters.

Supervise support staff, law fellows, legal interns, and/or junior attorneys (as directed by General Counsel).

Assist Deputy General Counsel in interfacing with Executive and Senior Staff and in the overall management of the Employment area.

Required Qualifications

In depth knowledge in litigating matters in federal and state court and before administrative agencies, including labor, employment and civil rights matters (e.g., federal, state and local EEO laws, FMLA, ADEA, ADA, retaliation).

Strong research, and analytical skills with demonstrated ability to keep current with employment laws and trends.

Effective negotiation and conflict resolution skills. Excellent verbal and written communication skills.

Ability to function independently, conform to specific time limitations and deadlines, and prioritize and manage varied caseload.

Strong interpersonal skills and the ability to interact with all personnel levels within Metro-North and with external contacts.

Demonstrated research and writing skills, including command of computer-based research tools, e.g., LexisNexis® and Westlaw®

Working knowledge of Microsoft Office Suite or comparable applications.

Preferred Qualifications

Familiarity with union environment.

Required Education/ Experience

Licensed to practice Law in New York State.

Admission to the New York bar and "good-standing" status. Juris Doctorate from an accredited law school. Minimum of six (6) years of litigation experience with demonstrated facility in all phases of litigation, including preparing pleadings, conducting discovery, and making dispositive motions.

Preferred Education/ Experience

Litigation experience in representing railroads, airlines or other transportation providers; litigation experience involving the Railway Labor Act and the Federal Rail Safety Act.

Trial experience.

Admission to the Connecticut bar and "good standing" status.

Selection Criteria

To be selected for a position, an applicant must: (1) meet the minimum requirements in the job posting, (2) pass a written examination (if applicable), (3) satisfy a background investigation (which includes credit, if applicable), and (4) pass an oral interview, during which the interviewers will further evaluate the applicant's qualifications for the position. Because the selection process is competitive, not all qualified applicants are granted an interview. Metro-North may also require the applicant to undergo a physical ability test, and, if the Company extends a conditional offer, may require him or her to undergo a medical examination, which may include toxicological testing.

For applicants who are current employees, you must be in active service and have worked in your present position for at least one (1) year to be eligible to apply for a posted position, and have completed the agreed upon formal training commitment, plus on-the-job training, if applicable (for example: Signal Trainee, Foreman- In-Training, etc.) in order to be eligible to transfer. If you are transferred, you may be required to forfeit your seniority in your present occupation. In addition, Metro-North employees are subjected to an internal investigation, which includes an evaluation of their safety and discipline records and their performance assessments.

As an employee of Metro-North Railroad you may be required to complete a New York State financial disclosure statement, if you earn more than \$91,821.00 or if you hold a position designated as a policy maker.

We offer a competitive salary and a comprehensive benefits package.

If interested, please visit <http://web.mta.info/mta/employment/> and Search for **Senior Associate Counsel - Labor and Employment** under Metro-North Railroad.

MTA Metro-North Railroad is an Equal Opportunity Employer.