



TITLE:	Corporate Counsel		
LOCATION:	Remote, USA	HOURS:	Full-Time
TRAVEL:	Limited, as required (Estimated ~5-7x/year)	TYPE:	Exempt
REPORTING TO:	CFO	LEVEL:	Mid-High
SALARY RANGE:	\$110k - \$130k/year	DIRECT REPORT(S):	None
TO APPLY:	Interested applicants must submit both a cover letter and resume via this link: https://app.smartsheet.com/b/form/019b4beda07c7203ad279aec22f89694 . <i>Initial applications are anonymized to reduce unconscious bias and ensure an equitable, supportive hiring process.</i>		

At The Battery Network, we are leading the charge to turn yesterday’s batteries into tomorrow’s power. As the nation’s premier battery collection and recycling nonprofit, we’ve spent over three decades leading the charge toward a cleaner planet and a circular economy.

We connect consumers, businesses, manufacturers, and municipalities through one trusted network. We provide education, collection, logistics, and compliance expertise, helping our partners stay ahead of regulation while capturing the critical materials that power the future. We keep valuable materials in circulation and out of landfills—reducing reliance on foreign supply chains, strengthening America’s energy independence, and protecting people, property, and the planet.

We’re looking for passionate changemakers to help us scale our impact and shape the future of sustainability. If you’re ready to turn purpose into action, you’ll thrive in our mission-driven, collaborative environment. Learn more at batterynetwork.org and follow us on [Facebook](#), [Instagram](#), or [LinkedIn](#).

POSITION INFORMATION

POSITION SUMMARY:

Step into a role where your legal expertise powers a greener future!

As Corporate Counsel, you won’t just review contracts, you’ll help shape the legal foundation of a mission-driven organization committed to sustainable battery recycling. This is your chance to combine purpose with profession, working alongside passionate innovators to protect our planet, drive compliance, and enable growth. Every decision you make will ripple into real-world impact—because here, the law isn’t just about rules; it’s about creating change. **Ready to make your mark? Join us and turn your legal skills into a force for sustainability!**



MAJOR DUTIES AND RESPONSIBILITIES:

Duties and responsibilities of this role include but are not limited to the following:

Contract Review & Commercial Support

- Draft, review, negotiate, and manage a wide range of commercial contracts, including vendor, customer, service, confidentiality, and partnership agreements.
- Identify legal, financial, and operational risks in contracts and propose practical mitigation strategies.
- Develop and maintain standard contract templates and playbooks to support efficient contracting processes.
- Advise internal stakeholders on contractual obligations, terms, and risk exposure.

Insurance Management

- Oversee the organization's insurance programs, including general liability, directors and officers (D&O), cyber, workers' compensation, and other applicable coverage.
- Coordinate with brokers and carriers on policy renewals, coverage assessments, and claims management.
- Review insurance provisions in contracts to ensure alignment with company coverage and risk tolerance.
- Support claims handling and documentation as needed.

Risk Management

- Identify, assess, and help mitigate legal and business risks across operations.
- Partner with leadership and functional teams to develop and implement risk management strategies and policies.
- Support internal incident response and risk remediation efforts.
- Contribute to enterprise risk management discussions and reporting.

HR & Employment Legal Matters

- Provide legal guidance on employment-related matters, including policies, employee relations issues, and workplace investigations.
- Review and advise on employment agreements, offer letters, separation agreements, and independent contractor arrangements.
- Assist with compliance related to labor and employment laws, including wage and hour, leave, and workplace conduct requirements.
- Support HR in responding to employment claims or disputes, working with outside counsel as appropriate.



Corporate Governance, Structure & Filings

- Maintain corporate records, including entity documents, board materials, and governance files.
- Manage business registrations, licenses, and annual filings across jurisdictions.
- Support corporate structure management, including subsidiaries, reorganizations, and entity compliance.
- Assist with board and committee matters.

Regulatory Compliance Support

- Assist with monitoring and interpreting applicable laws and regulations affecting the organization.
- Support the development, implementation, and maintenance of compliance policies and procedures.
- Coordinate with internal teams to support audits, regulatory inquiries, and reporting requirements.
- Help track regulatory changes and assess potential impact on business operations.

General Legal & Cross-Functional Support

- Serve as a trusted legal advisor to business, operations, HR, finance, and leadership teams.
- Manage and coordinate outside counsel as needed, including budget oversight.
- Support internal training and education on legal and compliance topics.
- Perform other legal and compliance-related duties as assigned.

QUALIFICATIONS, SKILLS & ABILITIES

CORE QUALIFICATIONS:

- Juris Doctor (JD) from an accredited law school.
- Active license to practice law in at least one U.S. jurisdiction.
- 4–8 plus years of experience in commercial contracts and corporate law.
- Must be authorized to work lawfully in the United States for Call2Recycle Stewardship, Inc., with or without sponsorship.

PREFERRED QUALIFICATIONS:

- Prior in-house counsel experience in a nonprofit, environmental, regulated, or mission-driven organization.
- Working knowledge of corporate governance, entity management, and business registrations.
- Familiarity with non-profit governance and IRS 501(c)(3) compliance.
- Passion for sustainability and mission-driven work.



- Experience managing outside counsel and legal budgets.
- Experience supporting compliance programs and responding to audits or regulatory inquiries.
- Familiarity with insurance renewals, claims management, and coverage analysis.
- Knowledge of multi-state operations and related regulatory considerations.
- Knowledge of data privacy and risk management for community programs.
- Experience working cross-functionally with HR, finance, operations, and leadership teams.
- Familiarity with environmental regulations (EPA, DOT, hazardous materials handling).

SKILLS, KNOWLEDGE, & EXPERIENCE:

- Exceptional interpersonal, verbal, written, and presentation skills and ability to translate legal concepts into practical guidance.
- Ongoing learner – able to learn and incorporate new and complex concepts quickly.
- Strong organizational and project management skills with attention to detail.
- Ability to manage multiple priorities in a fast-paced environment.
- Collaborative, solution-oriented approach to legal problem-solving.
- High ethical standards and commitment to confidentiality and compliance.
- Ability to work independently while knowing when to escalate issues.
- Proficiency with legal research and analysis tools.
- Familiarity with contract lifecycle management (CLM) systems.
- Problem-solving mindset with attention to detail.
- Interested in and able to flourish in a mission-based organization where culture and values are paramount in importance.
- Be eager to join a team that embraces diversity, equity and inclusion as core values and fosters a culture of collaboration and innovation.

WORKING CONDITIONS:

- This position is remote based within the United States. Candidates must be able to work from a U.S.-based location and be eligible to work lawfully in the United States for The Battery Network.
- Limited travel (estimated 5-7 times per year) as needed. Travel could include, but not be limited to, attending conferences, customer meetings, or team/organization-wide meetings.

- Standard work hours are Monday–Friday, 8 hours per day. Some roles may require additional hours during peak periods. We prioritize the quality and timeliness of work over rigid schedules and recognize the importance of connection, collaboration, and work-life balance. To support this, we offer flexible scheduling where roles allow, and in alignment with current policy, while ensuring operational needs and team collaboration are met.

ABOUT THE BATTERY NETWORK

At The Battery Network, we enjoy a culture of teamwork, innovation, and fun. Our team is the primary reason for our unique culture. We hire energetic and dedicated people who work hard every day to help us achieve our goals. Each one of our employees is a valued contributor, not just a number. We work in teams to benefit from our collective talents to make a real impact on the environment.

The way we operate contributes to the success of our employees and our organization. We also value the

What Powers Us

<div style="text-align: center; margin-bottom: 10px;"></div> <p>We are welcoming.</p> <p>We welcome team members of all backgrounds. We champion customers of diverse perspectives and needs. We are open to growth as individuals and as an organization, and the learning, challenges, and opportunities that come with it.</p>	<div style="text-align: center; margin-bottom: 10px;"></div> <p>We embrace change.</p> <p>We are leaders in our field, which means being open to and in pursuit of innovation. We are increasingly agile, moving at speed, learning from our progress, looking ahead, and adapting.</p>
<div style="text-align: center; margin-bottom: 10px;"></div> <p>We are purpose-driven.</p> <p>We are motivated by a common cause. Protecting our climate is at the core of what we do, and propels our commitment to safety and dedication to our communities. We take pride in our work, delivering quality solutions with integrity and engagement.</p>	<div style="text-align: center; margin-bottom: 10px;"></div> <p>We are partners.</p> <p>To each other. To our employees and our families. To our communities. This means we support each other, in and out of work. We assume positive intent. We work together to accomplish our goals with patience, purpose, accountability, and respect.</p>

diversity of employees' backgrounds and believe **everyone's unique perspective is critical to our success.** Diversity and intercultural collaboration is fundamental to what we do. Our team has varied backgrounds, speak different languages, and are engaged in varied personal pursuits but all share a commitment to environmental sustainability, and each do their small part to improve our planet.

We are an equal opportunity employer and do not discriminate against otherwise qualified applicants on the basis race, age, color, creed, sex, religion, ancestry, marital status, national origin, disability, veteran status, or any other protected characteristic.



We value our employees. In keeping with our values, we strive to support our team members in and out of work. As part of this, we offer a strong, well-rounded benefits package. Our benefits support our employees' health and wellness, time off, and productivity. Highlights include:

BENEFITS & PERKS

HEALTH & WELLNESS

- 401k
- Medical/Dental/Vision
- FSA
- HSA
- Basic Life and AD&D Insurance
- Short Term Disability
- Long Term Disability
- EAP & Wellness
- Adoption Assistance
- Pet Insurance

TIME OFF

- Paid Holidays
- Personal Days
- Vacation Days
- Sick Leave
- Paid Parental Leave
- Funeral/Bereavement Leave
- Volunteer Hours
- Voting Leave
- Jury Duty
- Leave: Medical and Military

PRODUCTIVITY

- Education Assistance
- Home Office Furniture Reimbursement
- Internet Reimbursement
- Password Management Service
- Employee Engagement
- Training & Learning

TO APPLY

We are committed to providing a supportive and inclusive work environment. We encourage applications from individuals with diverse backgrounds and experiences and believe that a diverse team brings a variety of perspectives and ideas that are critical to our success.

Interested applicants must submit both a cover letter and resume through this link:

<https://app.smartsheet.com/b/form/019b4beda07c7203ad279aec22f89694>

All candidates must be available for phone and video interviews. Interviews will be scheduled on a rolling basis once application review occurs.

This employer participates with E-Verify.