



# XPO Logistics

**Vice President, Labor and Employment Counsel**

**Greenwich, CT**

**<http://www.xpo.com/>**

## **THE COMPANY**

XPO Logistics (NYSE: XPO) is a top ten global logistics company that runs its business as one highly integrated network of people, technology and physical assets in 32 countries, with over 98,000 employees and 1,529 locations. XPO uses its network to help customers manage their goods more efficiently throughout their supply chains. XPO's corporate headquarters is in Greenwich, Conn., USA, and its European headquarters is in Lyon, France.

XPO is divided into two reporting segments: transportation and logistics. Approximately 63% of its revenue comes from transportation. The other 37% is logistics, also referred to as "supply chain" or "contract logistics." XPO's 50,000 customers are in every major industry and touch every part of the economy. Revenue derives from a mix of key verticals, such as retail and e-commerce, food and beverage, consumer packaged goods and industrial. About 60% of XPO's revenue is generated in the United States, 13% comes from France and 12% from the United Kingdom. Of the balance, Spain is the next largest at 4% of revenue.

## **THE POSITION**

The Vice President, Labor and Employment Counsel (VP), provides world-class employment and labor law support to the human resource colleagues and business unit leaders. Based in XPO's Greenwich, CT global headquarters, the VP will play a key role in helping build the infrastructure necessary to support a growing dynamic global entity from a labor and employment perspective. The VP will champion XPO values and help maintain a differentiated and engaged workforce.

The VP will report to the Chief Compliance Officer and Senior Vice President Labor & Employment and should expect to travel approximately 25% (with more travel early in tenure to learn the organization and build relationships).

## **RESPONSIBILITIES & DUTIES**

- Partner with business units to assist with attainment of operational goals through management of workforce related matters



- Provide daily counseling on a broad array of significant and higher risk employment-related issues, such as recruitment and hiring, restrictive covenants, compensation and benefits, accommodation requests, leaves of absence, investigations, performance management, involuntary separations, workplace safety, reorganizations, reductions in force, executive compensation, immigration, and international assignments
- Assist with company litigation (single plaintiff and class), arbitrations, grievances and associated administrative charges, and supervise outside counsel to ensure quality and cost-effective service
- Provide legal support in connection with traditional labor matters ranging from organizing campaigns, contract negotiations, unfair labor practice charges, and grievance and arbitration matters
- Assist with the drafting, interpretation and enforcement of employment, separation, non-competition, confidentiality, and consulting agreements
- Create, conduct, and implement training modules on a variety of labor and employment-related topics

#### **REQUIRED QUALIFICATIONS, KNOWLEDGE AND ABILITIES**

- The ideal candidate for this role will be a well-rounded labor and employment lawyer with at least 15 - 20 years of experience and still willing to roll up his/her sleeves to do the work.
- Juris Doctor from a nationally-recognized law school
- Significant counseling experience on all facets of the employer-employee relationship and a comprehensive understanding of employment law and associated regulations.
- Demonstrated ability to quickly and effectively provide strategic, business-focused advice and counsel in a highly-charged, rapidly evolving environment with shifting priorities
- Supervisory and management skills with the ability to oversee projects delegated to in-house legal staff and outside counsel
- Demonstrated ability to think strategically, work independently and drive matters to swift, favorable outcomes
- Proficiency with Windows applications and Microsoft Office Suite (MS Project, Word, Excel and PowerPoint)
- In-house experience and familiarity with Serengeti Tracker and database management are a plus.
- Ability to communicate effectively to senior leaders with a strong executive presence required.

#### **APPLICATION PROCESS**

All inquiries, nominations and applications are to be directed to [XPO@dubrof.com](mailto:XPO@dubrof.com). Applications should include a letter of interest and resume in MSWORD. Please indicate in your cover letter where you learned of the opportunity. NO PHONE CALLS PLEASE.



Please note that only those candidates invited for screening will be contacted.

XPO Logistics is an equal opportunity employer and does not discriminate against employees or qualified job applicants based on race, religion, color, sex, age, national origin, disability, veteran status, marital status, sexual orientation, gender identity, genetic information, or any other status or condition protected by applicable law. This policy extends to, but is not limited to, recruitment, selection, compensation, benefits, promotion, training and termination.

The above statements are intended to describe the general nature and level of work performed by people assigned to this classification. They are not intended to construe an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All employees may be required to perform duties outside of their normal responsibilities from time-to-time, as needed.