

Over 150 years, PNC has grown into one of America's most respected banks, because we're committed to helping customers and employees reach their goals. You can depend on PNC to provide the training you need, along with an inclusive culture that recognizes your talent, values diversity and cares about social responsibility. Working with us means having an opportunity you can feel good about, with a Fortune 200 company that's been selected as a "Great Place To Work" by Gallup.

PNC's legal department is looking for an attorney to support its employment practice group, located in Pittsburgh, PA. The successful candidate will be an integral part of a five attorney unit and will focus on employment and labor law issues. The position requires the lawyer to perform a broad range of employment law tasks and responsibilities, including but not limited to working with employee relations and other human resources staff to gather information, review documents and respond to charges/complaints filed with various EEO and other administrative agencies, attending and representing PNC at required fact finding conferences, managing outside litigation counsel, and advising internal clients regarding employment-related policies, procedures, laws, and regulations. The successful candidate will also have responsibility for monitoring employment law changes and recommending and implementing training regarding resultant changes to policies and procedures. As the individual gains PNC knowledge and experience, perspective and acculturation, she or he will have backup and then primary responsibility for the employment law related needs of various businesses and/or geographies.

Preferred skills for this role include:

- at least 8 years of recent employment law experience *or* at least 5 years of recent employment law experience with an additional 3 years or more of litigation experience
- experience working with clients, gathering information, and responding to EEO administrative agency filings
- experience advising clients on the application of policies, procedures, regulations and laws to specific fact situations
- superior communication skills
- litigation experience

Job Profile

- Identifies and manages legal risk for the organization.
- Performs significant and complex legal work and regularly interacts with management. Oversees legal research, analysis, consultation and documentation within a framework of legal compliance and risk management.
- Leads outside counsel relationships and manages expenses.
- Leads litigation and litigation related activities.

- Networks with outside organizations to advance legal interests and legal health of the corporation and its industry.

Leadership Competencies

Core Competencies

**Manages Risk - Extensive Experience**

- Assesses and effectively manages all of the risks associated with their business objectives and activities to ensure activities are in alignment with the bank's and unit's risk appetite and risk management framework.

**Customer Focus - Extensive Experience**

- Knowledge of the values and practices that align customer needs and satisfaction as primary considerations in all business decisions, and ability to leverage that information in creating customized customer solutions.

Job Specific Competencies

**Business Ethics - Working Experience**

- Knowledge of practices, behaviors, applicable laws, rules, and regulations governing proper business conduct; ability to demonstrate ethical behavior in diverse situations.

**Decision Making and Critical Thinking - Extensive Experience**

- Understanding of the issues related to the decision-making process; ability to analyze situations fully and accurately, and reach productive decisions.

**Effective Communications - Extensive Experience**

- Understanding of effective communication concepts, tools and techniques; ability to effectively transmit, receive, and accurately interpret ideas, information, and needs through the application of appropriate communication behaviors.

**External Resource Management - Extensive Experience**

- Ability to effectively manage the utilization of external services (e.g., product or platform vendors, service providers, contractors, consultants, outsourced functions).

#### **Influencing - Extensive Experience**

- Knowledge of effective influencing tactics and strategies; ability to impact decisions within and outside own organization.

#### **Legal Analysis - Working Experience**

- Knowledge of and ability to read, interpret and draw accurate conclusions from both legal and factual information.

#### **LEGAL FUNCTION - Working Experience**

- Knowledge of the major responsibilities, accountabilities, and organization of the legal function or department; ability to provide legal consulting, advice and assistance.

#### **Negotiating - Working Experience**

- Knowledge of successful negotiation concepts and techniques; ability to negotiate successfully across the organization and with external vendors and clients in a constructive and collaborative manner.

#### **Required Education and Experience**

Roles at this level typically require a university / college degree. Higher level education such as a Masters degree, or PhD is desirable. Industry experience is typically 8 + years. Specific certifications are often required. In lieu of a degree, a comparable combination of education and experience may be considered.

Visit [www.pnc.jobs](http://www.pnc.jobs) and search for keyword 223343

*PNC provides equal employment opportunity to qualified persons regardless of race, color, sex, national origin, age, sexual orientation, gender identity, disability, veteran status, or other category protected by law.*