

**General Counsel and Chief Compliance and Ethics Officer**

Currently ranked #54 on the Solution Provider 500, the award winning ThunderCat Technology is a Service-Disabled Veteran-Owned Small Business (SDVOSB) that delivers technology products and services to government organizations, educational institutions, and commercial companies. Led by a combat-wounded CEO, ThunderCat is a systems integrator that brings an innovative approach to solving customer problems in and around the datacenter by providing strategies for Data Storage, Networking, Cyber Security, and Cloud Transformations. A proven leader, ThunderCat Technology provides and optimizes technologies from best of breed manufacturers. Clients include DOD, DHS, VA, Treasury, FBI, State of Virginia, State of NY, Sony, VISA, and CareFirst. [www.thundercattech.com](http://www.thundercattech.com)

Immediate opening for a dynamic and highly motivated attorney to join our Senior Leadership team. This Corporate Counsel will primarily support the organization with legal, compliance, regulatory, and other issues related to the U.S. Government's procurement and purchase of TCAT's portfolio of leading-edge technology solutions. This role will have frequent engagement with executives, outsourced contracts team, outside partners, and U.S. Government agencies.

The General Counsel (GC) and Chief Compliance and Ethics Officer (CCEO) reports to the CEO and as an integral part of the senior management team is responsible for three main areas. Management and oversight of the company's outsourced contracts process, handle all legal issues, and lead our Compliance and Ethics program. The purpose of this Senior Executive role is to continuously mature our ethics and compliance program designed to effectively prevent, detect, respond to, and mitigate illegal, unethical, or improper conduct and promote a culture of integrity and compliance for a government contractor.

We expect office-based employees to be in the office 3 days per week.

**Primary Responsibilities:**

- Handle all contract and legal issues. Oversee a wide range of complex commercial and regulatory issues, including high-profile matters involving significant financial or reputational risk to the company.
- Serve as a partner to leaders across the business and build effective relationships with outside counsel.
- Provide legal counsel to the business and project teams on compliance with laws and regulations.
- Manage, along with outside counsel when required, all contract conflicts including bid protests, payment and performance disputes, FOIA requests, as well as any potential litigation.
- Act as a primary legal liaison with outside counsel, advisors, auditors, experts, and other stakeholders.
- Act as the Company's subject matter expert in U.S. public sector ethics and compliance. Mature and manage the Company's program for compliance with the FAR, DFARS, and other applicable U.S. federal, state, and local government laws, regulations, and agency rules, including U.S. public sector ethics and compliance policies, processes, and controls.
- Maintain and update the Code of Business Conduct
- Direct oversight of entire Ethics and Compliance Program, the CCEO will manage and oversee compliance efforts to meet legal and contractual obligations, and developing appropriate compliance strategies, training and initiatives necessary to ensure a culture of compliance and minimize noncompliance and/or unethical conduct.
- Primary Point of Contact (POC) for reports of suspected misconduct through reporting systems or directly from employees.
- Coordinate and execute periodic audits and evaluations by outside experts.
- Provide support, advice and recommendations for complex problem-solving situations related to ethics and compliance, and to identify strategic priorities and directions, and ensure successful outcomes.
- Field questions from employees facing ambiguous situations.

- Promptly conducts investigations pursuant to complaints and allegations of illegal or ethical wrongdoing.
- Identify potential areas of compliance vulnerability and risk; develop/ implement corrective action plans.
- Work with outsourced contracts team to ensure proper process, flow, and address issues that arise.

**Required Skills:**

- Strong ethics and integrity
- Expert level knowledge of FAR and other laws and regulations for government contractors
- Ability to comprehend, interpret, and apply the appropriate sections of applicable laws, guidelines, regulations, ordinances, and policies.
- Excellent written and oral communication skills, be able to understand and distill data analysis, and have a proven ability to gain credibility, support, and engagement from a wide range of internal and external stakeholders.
- Must be able to thrive in a fast-paced environment and willing to adapt to and drive change
- Meticulous attention to detail, as well as outstanding critical thinking and proactive problem-solving skills

**Required Experience:**

- Juris Doctorate JD from an ABA-accredited law school and an active bar license in good standing.
- At least 5 years of experience with government contracting and extensive experience with the FAR/DFARS and other agency-specific rules.
- Experience at a technology company is a plus.
- Certifications such as Certified Compliance and Ethics Professional (CCEP) or Leadership Professional in Ethics & Compliance (LPEC) or Certified Risk and Compliance Manager Professional (CRCMP) preferred.

Salary and compensation commensurate with experience. Benefits include, health club membership, health insurance dental, vision, short- and long-term disability, life insurance and 401(k).