

Employment Counsel

About IMG Academy

IMG Academy is the world's leading sports education brand, providing a holistic education model that empowers student-athletes to win their future while preparing them for college and for life. IMG Academy has been nationally recognized by organizations including Sports Business Journal, USA Today, and the Best and Brightest Companies to Work For for its workplace culture, innovation, and commitment to developing people both on and off the field.

IMG Academy provides growth opportunities for student-athletes and partners through an innovative suite of on-campus and online experiences:

- Boarding school and camps, delivered on a state-of-the-art campus in Bradenton, Florida
- Online coaching through IMG Academy+, focused on personal development through the lens of sport and performance
- Online college recruiting through NCSA College Recruiting and SportsRecruits, providing industry-leading recruiting education, tools, and access to a network of more than 40,000 college coaches for student-athletes, families, club coaches, and event operators
- Elevate by IMG Academy, a performance and personal development solution that delivers mindset, leadership, and wellbeing programming to schools, colleges, and organizations through a combination of digital content and immersive experiences

Position Summary:

Our Legal Division is seeking an attorney with 6+ years' experience to join our on-campus team in the Sun Coast of Florida. The Employment Counsel will focus on providing legal advice to IMG Academy team members in the areas of employment, education, insurance, litigation, corporate, and general risk mitigation.

Primary Responsibilities:

- Provide legal counseling regarding the full spectrum of employment matters to include, without limitation, wage and hour, ADA, FMLA, discrimination/retaliation/harassment laws, discipline and terminations, employment agreements, and other employment laws/regulations
- Assist in the development of personnel-related templates, regulations, policies, standard operating procedures, protocols, best practices, and training
- Manage investigations on an as needed basis.
- Collaborate with People Operations and outside counsel on immigration related matters

- Assist in the provision of training to clients and stakeholders on legal compliance, policies and procedures
- Implementing and refining policies and procedures to ensure a safe and compliant environment for student-athletes, staff, and guests at IMG Academy
- Support all aspects of Academics to include admission, enrollment, investigations, discipline and disputes
- Mitigating risk at IMG Academy through a collaborative approach with all departments including Campus Safety, Health & Safety and Learning & Development
- Proactively manage outside counsel on litigation matters
- Support other members of the IMG Academy Legal Team as needed
- Other areas as requested by the Chief Legal Officer

Qualifications:

- Minimum 6 years' experience at a law firm and/or in-house.
- Demonstrated proficiency and specialization in employment and education
- Must be a member of the Florida Bar or become a member through "Authorized House Counsel" status within twelve months of employment.
- Exceptional drafting, investigation, negotiation, and organizational skills with a proficiency in AI
- Excellent interpersonal and communication skills that will enable interaction with a range of personalities and styles in a fast-paced business environment
- Strong analytical and decision-making skills, creative problem-solving abilities and a practical business-oriented viewpoint
- Detail-oriented, ability to "own" multiple projects simultaneously, prioritize and produce quality work within deadlines
- Upbeat temperament, dynamic personality, proactive and highly team-oriented approach to work

Background Requirements:

- Requires a background check upon offer
- Requires a drug test upon offer

This position requires a Florida Level 2 Background Screening. Learn more about the screening process and requirements by visiting the Florida Care Provider Background Screening Education & Awareness website: <https://info.flclearinghouse.com>.

Benefits:

As a full-time member of our team, you will enjoy a comprehensive offering listed below. Connect with your talent acquisition specialist to learn more about benefits for our part-time and seasonal/temporary roles.

- Comprehensive Medical, Dental and Vision
- Flexible Spending Account and Health Savings Account options
- 401k with an Employer Match
- Short Term and Long Term Disability
- Group and Supplemental Life & AD&D
- Gym Discount Program
- Pet Insurance
- Wellbeing Program
- and more!

Don't meet every single requirement? We are dedicated to building a diverse, inclusive, authentic workplace, so if you're excited about this role but your past experience doesn't align perfectly with every qualification in the job description, we encourage you to apply anyway. You may be just the right candidate for this or other roles.

Get to know us better:

www.imgacademy.com

www.imgacademy.com/careers

IMG Academy provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.