



At ACV Auctions, we aren't just good for business; we are a good business. Our executive team is pioneering new technology for the automotive industry and is committed to making ACV Auctions a leader in the industry and a preferred employer in the Buffalo area. Winner of the prestigious 43North Business Plan Competition – ACV is positioned to re-engineer the way the automobile industry buys and sells used vehicles. Our employees benefit from a relaxed yet intense entrepreneurial work environment with the chance to be part of a “ground floor” opportunity having an impact on the company’s results from day one and grow as ACV Auctions does.

Who we are looking for:

ACV Auctions is seeking a compliance attorney to join the Legal team as Senior Counsel, Compliance and Operations. The Senior Counsel will be based at ACV’s headquarters in Buffalo and play a critical role assisting in overseeing and enhancing ACV’s compliance programs for all business units and regions, providing strategic and tactical legal advice relating to regulatory and compliance issues and working very closely with business units on the implementation of ACV’s compliance program. This attorney will also develop strategies, along with outside counsel, to address litigation matters that may arise. The role requires professionalism, integrity, superior legal skills, strong project management ability, excellent communication and interpersonal skills and creative problem solving. The candidate must have a J.D. degree with excellent academic credentials and should possess at least eight years of experience with regulatory compliance or complex litigation matters.

What you will do:

- Act as a strategic partner for the Senior Vice President, Chief Legal Officer in the development and oversight of the global compliance program, helping to establish organizational goals, determine corporate positions and develop strategies for investigations and administrative proceedings, design compliant business operations and plan for compliance function resource needs.
- Design and implement compliance initiatives to meet the needs of the rapidly growing and diversifying business operating in multiple highly regulated environments -- including automotive, transportation, finance and human resources -- and soon to have operations across the entire United States. Draft and revise global compliance policies.
- Drive the full life-cycle for compliance program development as a valued partner to the business units, including understanding the business, gathering compliance business requirements, analysis and design of business operations, complex cross-functional implementation including technology solutions where appropriate, testing, audit, documentation and records management. Partner with colleagues in various business units on monitoring and strengthening internal controls.
- Develop compliance training modules and materials as well as content for employee communications.
- Provide counsel in major cross-functional efforts, such as product launches and formation of strategic partnerships.

- Help establish ACV's position on regulatory matters. Support company positions by developing responses and defenses to complaints, investigations, and administrative proceedings. Help manage outside counsel across a variety of regulatory matters and proceedings.
- Assist in conducting and overseeing internal investigations, and draft investigation reports and compliance remediation plans.
- Conduct research on a variety of legal issues and act as an expert on some key areas. Study existing and new legislation, and anticipate future legislation. Share responsibility for lobbying efforts advocating for our business interests with federal and state regulatory entities and industry associations.
- Develop risk assessment frameworks and conduct risk assessments.
- Manage outside counsel with regard to general litigation matters.
- Perform other duties as assigned.

What you will need:

- J.D. (law degree) from an accredited law school, with exceptional academic credentials. Must be a member in good standing of the New York state bar, or be eligible to become licensed as in-house counsel, and possess a minimum of 8 years of regulatory compliance or complex litigation experience. Experience with a major law firm is required, and in-house experience is strongly preferred.
- Desired: Internal investigations experience; experience in legislative drafting, public policy or political roles. Additional preference for joint JD/MBA holder.
- Extensive knowledge and understanding of federal, state and local laws and political systems. Sound analytical mind with the business acumen and legal skills to identify, evaluate and address regulatory issues and their potential impact on the company.
- Proven ability to develop, draft, and implement compliance policies, procedures and workforce training materials and conduct testing. Requires excellent language and writing skills and ability to drive projects and earn the confidence and cooperation of business partners. Must have strong project management, interpersonal and persuasion skills.
- Must be solutions oriented and persistent in the face of objections and obstacles while maintaining good relationships.
- Enjoyable to work with. Positive attitude. Zero ego.
- Detail oriented and organized. Highly self-directed and proactive, with the ability to manage a high-volume practice in a dynamic, fast paced, metrics-driven environment and adapt quickly to changing priorities.
- Ability to uphold and demonstrate the highest level of integrity in all situations.
- Strong consensus and relationship-building skills, with experience marshalling resources across different functions of an organization; ability to effectively resolve stakeholder differences.
- Requires the ability to lead and influence leaders on areas within subject matter expertise.



What we will offer:

- Competitive salary and benefits
- Upbeat innovated culture
- Professional training opportunities

ACV Auctions is an equal opportunity employer (EOE) and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.