

## **Commercial Counsel, Endless West**

### **About Us**

We're Endless West, makers of molecular spirits. Our small, independent team of scientists, sommeliers, writers, chefs, and grad school dropouts is creating the next generation of wine and spirits. Glyph, our first commercial product, is modeled after barrel-aged whiskey but made overnight using our innovative technology.

Our work has already attracted significant interest from a range of people — whiskey enthusiasts, scientists, members of the culinary world, creatives in design, technology, and fashion, traditional distillers and distributors — around the world. We now have dozens of new molecular products in the pipeline across multiple categories. And we're just getting going.

We're relentlessly curious, optimistic enough to run after ambitious (*crazy?*) ideas, and skeptical enough to analyze every angle and consider every option. We support each other as colleagues and care about each other as people, believing that the health of our business can be measured by the health of our team. We are obsessed with leveraging scientific learning, creative storytelling, and business and legal expertise to explore the limits of what's possible, all in pursuit of turning scarcity into abundance.

### **The Role**

We're seeking an incisive, motivated, collaborative business attorney to join us as our second in-house lawyer. Reporting to the Chief Legal Officer and working closely with the sales, marketing, R&D, production, and operations teams, this person will help the CLO address the variety of fascinating legal issues that walk in the door at a dynamic startup in a cutting edge sector, with a focus on drafting and negotiating commercial contracts and managing our IP portfolio. This is a unique opportunity to help shape a legal department as we work together to scale our organization, enhance our team, and expand our ground-breaking products and services in a high-growth industry.

### **Who We're Looking For**

You're an experienced, creative problem-solver with strong business acumen and interest. You're passionate about helping companies navigate risk, and you've made a measurable positive impact on the organizations you've served. You love to learn and are energized by the prospect of taking on new challenges and tackling new areas of law.

You're a natural communicator and writer who conveys complex ideas precisely and concisely. Your attention to detail and project management skills are stellar. You're skilled at prioritization and triage, understanding the difference between the urgent and the important. When analyzing hard questions, you have a bias toward practical, actionable solutions. You intuitively grasp the importance of both flexibility and structure and can negotiate the tension between them. You're comfortable with ambiguity and game to take smart risks, but you value clarity and compliance.

You're strategic, thorough and thoughtful, a skilled listener and a cooperative team player. You've worked with cross-functional stakeholders to develop new ideas and creative solutions and get them across the finish line. When a colleague needs support or raises a question, you roll up your sleeves eager to help. You're a winsome, empathetic teammate who welcomes feedback and accountability.

You have a robust sense of humor, a warm personality, and an easygoing manner. You take your work seriously, but not yourself. You know how to make meaningful human connections in a professional environment, and you feel comfortable interacting with a wide range of people from different backgrounds.

### **Responsibilities**

- *Commercial Transactions*: Take point on commercial agreements of all kinds – structuring transactions and reviewing, drafting, and negotiating co-manufacturing, licensing, professional services, sales, marketing, IC, and employment agreements
- *Contract Management*: Implement and maintain contract management processes to enhance the agreement life cycle from inception to termination
- *Dispute Resolution*: Advise on contractual/commercial dispute resolution strategy and other pre-litigation matters, and help manage arbitration and litigation as needed
- *Patents and Trademarks*: Advise on patent and trademark strategy and manage our IP portfolio, including partnering with outside counsel on patent prosecution and enforcement
- *Property, Insurance, and Workplace Safety*: Advise on commercial lease and insurance policy portfolio issues, and help ensure compliance with workplace safety regulations
- *Privacy and Web Compliance*: Ensure compliance with applicable privacy requirements and manage privacy policies, T&Cs, and internet/social media risk
- *Regulatory*: Support the CLO and CTO in securing government approval of alcoholic beverage formulas and assist with other food and beverage regulatory matters as needed
- *All-Purpose Generalist*: Partner with the CLO in handling a variety of legal questions arising in the course of business, including matters of first impression
- *Cross-Functional Collaboration*: Serve as a go-to resource for colleagues on compliance and legal risk in connection with production, sales, marketing, R&D, and operations initiatives

### **Experience and Qualifications**

*If you don't meet all of the criteria below but are still excited by the job, please do apply. No one checks every box, and we want someone highly motivated to join the team and contribute.*

- 4+ years of relevant experience practicing business law, ideally both at a respected law firm and in-house at a dynamic, high-growth company
- Significant experience reviewing, structuring, drafting, and negotiating a wide range of complex commercial contracts and transactions
- Working knowledge of IP law, particularly domestic and international patent prosecution
- Demonstrated ability and eagerness to learn new areas of law quickly and address novel legal questions effectively

- Demonstrated skill in proactively anticipating, identifying, and evaluating risks in a range of business activities, including those outside of your areas of expertise
- Familiarity and experience with dispute resolution, including litigation, arbitration, and claim settlement
- Exceptional written and verbal communication and presentation skills
- Exceptional ability to multitask and prioritize, with strong attention to detail and a record of consistent follow-through
- Impeccable character and deep integrity
- Extraordinary work ethic, motivation to see the business succeed, and commitment to professional excellence
- Extraordinary discretion, professionalism, and flexibility
- Strong desire to be part of a fast-paced startup in the food & beverage tech space
- Experience with alcohol and food regulatory issues and compliance (TTB, FDA, state regulatory schemes) is a major bonus, but not essential
- J.D. with an excellent academic record from an accredited law school
- Member in good standing of at least one state bar association (California preferred, but not required)

### **Why Endless West?**

We've got the standard benefits, including competitive compensation, equity, medical/dental/vision, and unlimited PTO.

But in a town full of companies that sell prospective hires on happy hours and in-house chefs (or *used to* prior to Covid!), here's what we uniquely offer:

- A small, flat organization. We don't believe in hierarchy for hierarchy's sake.
- Really, really, *really* smart, friendly colleagues.
- Actual autonomy and agency. We choose empowerment over micromanagement.
- A team that values EQ as much as IQ.
- A team that values hard work, but believes in the importance of self-care and taking meaningful breaks.
- An environment that encourages empathetic debate. We state cases, defend positions, argue productively, and make decisions together. We don't have any issues with being wrong. People's opinions are actively sought out and valued.
- An environment where we celebrate the hard work and successes of our teammates.

### **Interested? We'd love to meet you.**

Email [careers@endlesswest.com](mailto:careers@endlesswest.com) with your resume and a note about why you'd like to work with us.

*This position will be based in our headquarters in the Dogpatch (the sunny part of San Francisco!), predominantly working remotely (with occasional in-person requirements) until it's safer to work regularly from the office.*

*Endless West is committed to equal employment opportunity and ensuring a safe, non-discriminatory, harassment-free workplace. Applicants will be evaluated on the basis of business needs, job requirements, and individual qualifications without regard to race, color, religion, gender, gender identity, sexual expression or orientation, age, veteran status, or any other protected category.*