

Legal Counsel EMEA (m/f/d)

Location: Erlangen, Germany

ABOUT FLUENCE

Fluence, a Siemens and AES company, is the leading global provider of energy storage technology solutions and services. We focus on utility-scale and commercial/industrial installations. Our mission: transform the way we power our world, to create a more sustainable future.

JOB DESCRIPTION

Fluence is seeking candidates for the role of Legal Counsel, EMEA.

The Legal Counsel, EMEA, will have an in-depth role in overseeing the legal matters of Fluence's EMEA organization. This includes legal aspects of the delivery of energy storage systems to our customers, managing the contractual relationships with our supply chain, all sorts of corporate issues in Germany and abroad, and also may include labor law and privacy questions. The role will be part of Fluence's EMEA Legal Department. This position offers an opportunity to make a significant contribution to the effective, accurate and profitable operations of a global organization with the mission to change the way we power our world.

We'll tell you more about Fluence below, but first let's talk about you.

YOU

- You are responsible, agile, leading and fun. (Hint: these are Fluence's core values, and we mean it. Seriously.)
- You have a "generalist" background and gained a minimum of 2 years of experience drafting, interpreting, and negotiating contracts. You have also seen and worked on a wide variety of other matters that come across the table of an in-house lawyer in a small legal department.
- You are interested in IT, Legal Tech, and improving the processes of a legal department (and as a tangent – know the book about privacy).
- You read legalese fluently, but you never, ever speak legalese. You enjoy boring your family and friends with your vast knowledge of legal matters that come up in the life of an international group of companies.

- You probably began your career by laboring happily in a swanky law firm or have been exposed to the joy of an in-house legal department.
- You have excellent judgment, both in business and interpersonal matters, except you like lawyers. You can win the day for your client, and the other side thinks you're awesome. People sometimes tell you "Wow, I didn't know lawyers could be cool."
- Ideally, you have some experience in industrial equipment, construction or utility projects. If your experience comes from the renewable energy or energy storage sector, we might think you are very fancy indeed.
- You have impeccable ethics and a commitment to compliance and safety. (We don't make jokes about compliance or safety.)
- You exude strong interpersonal skills, flexibility and a highly self-motivated work style. In a room full of industrial-grade rock stars, you'll blend in like a chameleon.

FLUENCE AND YOUR NEW JOB

Fluence's core values are: Responsible, Agile, Leading and Fun. What on earth does that mean for you?

RESPONSIBLE:

Fluence is defined by our unwavering commitment to safety, quality, and integrity. We take personal ownership in what we do, developing trust in our relationships with internal and external stakeholders. We firmly believe in having honest, forthcoming, and fair communications.

- This role will support the EMEA Management and all Fluence functions in managing and mastering their legal challenges. The office is not located in a legal ivory tower – you are expected to be a part of the team and add value in close interactions with your peers.
- In other words, you will be a lawyer in a broad and customer-facing role, and all of us are responsible for great customer service.

AGILE:

Here at Fluence, we strive to continuously improve, to be intellectually curious and be adaptive to our customers' and employees' needs. Collaboration is key, both in our partnerships with our customers, and with each other. Fluence prioritizes the most critical efforts that allow for the greatest impact.

- This role will support the EMEA region. The subject matter, technical details and personalities will be numerous and varied.
- Job location is flexible. (What? Really? Yes!) Within EMEA, we have a physical office in Erlangen, Germany, so occasional travel to this location should be expected, along with

other occasional business travel. But this role, like most of our “office” roles, will work remotely most of the time.

- Most Fluence people wear multiple hats. On any given day you might provide overflow legal support on any topic, from contracting to employment law, privacy, intellectual property, real estate, or simply corporate housekeeping. Nobody at Fluence says “that’s not my job!”
- German and English language skills are a “must”, Spanish or Italian would be a plus, but they are not required.

LEADING:

We combine the agility of a fast-growing technology company with the expertise, vision, and financial backing of two industry powerhouses. Building on the pioneering work of AES Energy Storage and Siemens energy storage, our goal is to create a more sustainable future by transforming the way we power our world. The company offers proven energy storage technology solutions designed to address the diverse needs and challenges of customers in a rapidly transforming energy landscape, providing design, delivery, integration and maintenance in over 160 countries. Fluence works closely with customers as their trusted advisor throughout their journey and provides advisory, financing, and project lifecycle services.

- You aren’t expected to arrive at Fluence being an expert in energy storage. You’ll climb the learning curve quickly.
- Our customers value us for our expertise, and this role will be on the front lines, interacting with customers frequently. Soon you’ll know more about energy storage than most other lawyers in the world.

FUN:

We are always looking for employees who are excited by challenges and the opportunity to be problem-solvers. Our entrepreneurial mindset allows for creativity, sense of urgency and fulfillment. Our employees love what we do and are passionate about the way we power our world.

- Granted, this is an intangible – how do you measure fun? Suffice it to say, we work very hard to maintain a vibrant company culture. We value diversity, inclusiveness and respect. Even toward our lawyers! People at Fluence don’t take themselves too seriously – we take our products and our customers seriously. (And ethics, safety and compliance.)

As some of us like to say, “Winning is fun!”. At Fluence, you’ll be doing a lot of winning and we don’t settle for anything less.

GET IN TOUCH

Please send us your complete application documents including language skills, education certificates, work references and cover letter at careersgermany@fluenceenergy.com.

Only complete application documents can be considered.

Fluence Energy IS AN EQUAL OPPORTUNITY EMPLOYER and fully subscribes to the principles of Equal Employment Opportunity, to ensure that all applicants and employees are considered for hire, promotion, and job status without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, marital or familial status.