



POSITION DESCRIPTION

 MAJOR, LINDSEY & AFRICA

MAJOR, LINDSEY & AFRICA | 260 FRANKLIN STREET, SUITE 920, BOSTON, MA 02110 | 617.345.4080

November 2020

Beacon Communities LLC

2 Center Plaza, Suite 700

Boston, MA 02108

<http://www.beaconcommunitiesllc.com/>

Beacon Communities LLC ("Company") has retained Major, Lindsey & Africa on an exclusive basis to conduct a search for a General Counsel to be located in its Boston, MA headquarters. Beacon Communities is an equal opportunity employer. Interested candidates, please submit your resume to Lee Udelsman at judelsman@mlaglobal.com and Nancy Reiner at nreiner@mlaglobal.com. Please do not contact Beacon directly; all resumes sent to Beacon will be routed to MLA for handling and will create delays.

GENERAL COUNSEL

Overview: Founded in 2004, Beacon Communities LLC is a privately-owned real estate firm that develops, acquires, invests in, and manages a wide range of multifamily housing. The Company also invests in and purchases affordable housing companies and portfolios of multifamily developments. Beacon currently owns and manages approximately 18,000 apartments including affordable housing, market rate housing, and mixed income-housing, ranging from new construction, to historic adaptive reuse, to the renovation of existing housing. Beacon's portfolio is located across 11 states and the District of Columbia and comprises more than 90 communities.

Location: Boston, MA

Relos: Yes, but local candidates are preferred.

Experience/Skills: Reporting to the CEO and working closely with the Board of Directors, the General Counsel will be the senior legal executive with primary responsibility for the Company's legal matters. The ideal candidate will have: a minimum of ten years of broad-based legal experience, foundational training in real estate law at a top tier law firm, followed by experience as a high level in-house and/or government legal executive, with excellent credentials and proven leadership skills. She or he must be a legal strategist and innovative thinker with substantial business acumen. A strong focus on real estate and affordable housing law and a particular familiarity and expertise in the use of Low Income Housing Tax Credits, tax exempt bonds, state and federal financing vehicles for affordable housing, HUD and GSE financing programs, as well as other affordable housing finance tools is required. He or she must possess a high degree of professional ethics and integrity, problem solving, time management, analytical skills, and excellent communication skills. This attorney must have both the substantive experience and gravitas to interact with the senior leadership and business teams, while building for the future in a successful and growing organization.



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Company Overview

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Chief Executive Officer Dara Kovel leads the Company's senior executive team and is responsible for the overall vision, culture, operation, growth and performance at Beacon. Dara serves on the Urban Land Institute's Terwilliger Center's Workforce Housing Board and The Home Connecticut Steering Committee. She received her MBA and BA from Yale University and is LEED accredited.

General Counsel Kathleen Sheehan currently serves as the key legal advisor on major business transactions and coordinates the legal issues for Beacon's development and asset management activities. She was a partner at Mintz, Levin, Cohn, Ferris, Glovsky, and Popeo in Boston, MA, where she specialized in representing developers and owners in all aspects of the development, financing, and asset management of multi-family housing. Kathleen received her JD from Harvard University and her BS from Cornell University.

Why Beacon? Beacon strives to make a difference in its residents' lives. It builds outstanding communities that make enduring contributions to the vitality of its cities and towns. Beacon creates communities that serve a diverse cross section of our society. Its communities are healthy and vibrant. *Why?* Because they are planned with care, consideration, and compassion.

Beacon Core Competencies: Teamwork, Dependability, Adaptability/Flexibility.

General Counsel Core Competencies: Customer/Client Focus, Collaboration, Leadership, Solution Orientation

Position Overview

Reporting to the Chief Executive Officer and working closely with the Board of Directors, the General Counsel is an integral part of the senior leadership team. The CEO and Board of Directors need a candidate that understands that the Company is in the investment and real estate business and that there are inherent risks in that business. One of the functions of the General Counsel is to identify and help manage those risks in a pragmatic teamwork fashion.

The position requires a highly accomplished attorney with both sufficient maturity and gravitas to advise the executive team on significant legal matters and interact regularly with a highly sophisticated Board. The successful candidate will have demonstrated leadership skills, strong management experience, and a proven track record of effectively and successfully leading and handling a company's legal function. It is critical that the General Counsel be proactive and solutions-minded,



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possessing the strategic judgment to contribute broadly to Beacon's overall leadership and direction. A combination of top tier law firm and prior General Counsel or Deputy General Counsel experience is strongly preferred.

Beacon is an employee-centric organization and is strongly committed to teamwork and hard work. Personality, collegiality, and professional "fit" within the Beacon team are of paramount importance to the Company. A strong leader who can combine executive presence with a "roll-up-your-sleeves" approach is essential. A confident but low-ego General Counsel will do best at Beacon.

Primary Duties and Responsibilities

- Having primary responsibility for structuring and managing the Company's internal legal function and supervising the department's legal counsel.
- Serving as a broad-based and exceptional legal strategist who can facilitate deal structuring with other internal and external stakeholders, with a strong focus on real estate and affordable housing law.
- Providing advice on legal issues relating to acquisitions, development, refinancing, corporate and commercial matters, land use, risk management, insurance matters, finance (including multilayer finance, lines of credit, etc.), partnership, tax, corporate governance, employment law, construction contracts, risk mitigation (i.e. guarantees, etc.), compliance, regulatory, property management, and/or property ownership.
- Participating in the development of corporate policies, procedures, and programs and providing continuing counsel and guidance on legal matters.
- Serving as a key legal advisor on major business transactions.
- Managing external law firms that provide representation to the Company in transactional, business, and litigation matters.
- Providing guidance and analysis of legal issues to the Board of Directors and managing the corporate governance of the Company.
- Judging the merits of major court cases filed against or on behalf of the Company and working with the appropriate executive(s) to define a strategic defense and approve settlements of disputes where warranted.
- Advising on legal aspects of the Company's financings, including assessing and advising on current and future business structures and legal entities at both the asset and corporate level.
- Contributing to the development and refinement of the Company's vision and strategy.
- Working with other department heads on the implementation of the Company's strategic and operational plans.
- Supporting the mentoring and training of others.
- Occasional travel outside the local area and overnight.

Qualifications & Skills

- Ten+ years of broad-based legal experience with foundational training in real estate and affordable housing law at a major law firm followed by experience as a senior in-house or government legal executive, with particular familiarity and expertise in the use of:
 - Low Income Housing Tax Credits,
 - Tax exempt bonds,



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- State and federal financing vehicles for affordable housing,
- HUD and GSE financing programs,
- Corporate structuring for real estate transactions, and
- Other affordable housing finance tools.
- Extensive legal and business knowledge and analytical ability.
- Strong and pragmatic, business acumen, demonstrated ability to exercise sound legal and business judgment without producing a chilling effect on creativity or discouraging legitimate and prudent risk taking.
- Strong team player and team orientation with a collaborative work style and the ability to delegate, build consensus, and drive for results.
- A strategic, visionary, and innovative thinker who can bring value to his or her clients and find creative solutions to complex legal problems.
- Hands-on, customer service-oriented attorney with excellent time management skills. A “working” General Counsel with a high degree of professional ethics, absolute integrity, and strong character.
- Independent thinker with the courage to be a thought leader.
- Thoughtful problem solver, open and direct communicator, accountable, self-starter, and strong analytical skills.
- Detail oriented and ability to see around the corners.
- Excellent communication skills, experience in dealing with people at all levels inside and outside of the Company, and exceptional relationship building skills.
- Intellectual curiosity, outstanding credentials. and intellectual horsepower..
- Ability to influence change and inspire others with entrepreneurial zeal.
- Culturally astute, organizationally savvy, flexible and adaptable.
- Proven leadership skills with gravitas, judgment, and self-confidence, but also a good sense of humor, humility, and respect for others.
- Assisting with assessments/evaluations and integration of various platforms, such as diversity, cultural, IT, accounting, etc.
- A “consigliere” to the CEO and a key leader in growing the Company.
- Experience working with government, government affairs, and advocacy a plus.

Process

Please submit a resume to:

Lee Udelsman
Managing Partner
ludelsman@mlaglobal.com

Nancy Reiner
Partner
nreiner@mlaglobal.com

No calls please. You may be required to complete additional documents to be considered for this position.