

# Legal Counsel

## Apply for the position

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## Description of the position

Railsware is looking for a professional to join our Legal team. We need a person who can provide us with extensive legal knowledge and hands-on support. As a Legal Counsel of our team, you will review, interpret, translate legal requirements and effectively communicate them to the business and external stakeholders.

## Your responsibilities

- Collaborate and provide continuous legal support to the Company for both IT consultancy and IT products
- Manage agreements:
  - Draft, review, and negotiate contracts with clients, vendors, and other external partners
  - Develop NDAs, legal correspondence, company procedures and policies, corporate documents, etc.
  - Create contracts
- Work on data protection processes
- Manage IP rights
- Contribute to the development, implementation, and support of company legal processes and policies

## Your skills

Must:

- Extensive experience (1+ years) in legal practice in the international environment
- Experience in international incorporation, IP rights, data protection, tax structuring, etc.
- Skills in developing and negotiating different types of contracts
- Fluent English (both written and spoken)



- Project Management skills, including
  - Ability to execute on a great level
  - Setting up realistic time frames
  - Efficient collaboration and communication with different people (clients, vendors, colleagues)
- Detailed approach to work - you have a keen eye to accuracy, your decisions are based on data and facts, not emotions/assumptions
- Proactiveness and ownership - you don't wait for anyone to tell you what should be done. You own the process, and if something is unclear, you ask questions

Would be a plus:

- Bonus points for knowing tools:
  - Jira, Trello, Asana - for task/project management
  - Slack or another chat tool for communication
- Ability to collaborate in an informal socially enabled environment
- Previous experience in IT field

## About the company

Railsware is a [product studio](#). Since 2005, we have shaped our own “know-how” in product creation. Among others, we have helped Calendly and BrightBytes turn from small startups into multi-million-dollar companies.

Railsware products are the next step in company evolution. We have applied the best product development practices to creating our own solutions. Today, Mailtrap and Smart Checklist for Jira have over 2M users and generate over \$2.5M of annual recurring revenue.

People feel great here. On average, a Railswarian stays in the company for about 6 years. We support our team with outstanding benefits and remote working culture.

We look for people with high potential ready to evolve in multiple directions. The right hires shape a team of A-players to learn from each other and evolve together.

## Railswarian's Bonuses & Benefits

### Flexibility

- [Work Locally or Remotely](#): You can work in the office or remotely from any location. Over the last few years, Railswarians have worked from different countries all around the world.
- You can work flexible hours that suit your local time.
- We have [two comfortable offices](#) in Kyiv, Ukraine, and Krakow, Poland:
  - Our offices are equipped with modern ergonomic chairs and standing desks.
  - You can always find fresh food and drinks in our kitchen.

### Work Culture

- A world-class team of [T-shaped](#) skilled professionals that share knowledge and support each other.
- Top-notch approaches that help us create [outstanding products](#) and provide great services both to our customers and to employees.
- The [culture of constant development](#) that suits each employee:
  - To stay competitive, we need to constantly learn new things. Railsware provides you an opportunity to visit professional conferences as a participant or a speaker and exchange knowledge with industry leaders.
  - Flat company structure and ability to contribute to the company level responsibilities that you are passionate about, and grow beyond your role. You are the key driver of your personal growth and can evolve in a community of professionals.
- We don't want to grow rapidly in terms of the number of people. Craft and quality are core principles for us. That's why every hired person matters.

### Compensation

- Railsware offers a competitive remuneration.
- Yearly bonus and compensation depend on your contribution to company growth, personal development, productivity, and team's feedback.
- As an additional financial help, we provide savings program and microcredits:
  - You can keep your money on the company accounts until you need them.
  - Microcredits can be helpful when you need some additional cash.



## Perks

- Thanks to our hardware policy, you are able to work with the best equipment and regularly update it.
- You have 34 days per year as a vacation. There are 24 standard vacation days, and, as our team is distributed around multiple countries, you get 10 working days on top to cover public holidays (you choose when you want to take your vacation).
- We cover sick leave, but we hope you won't need it;)
- Health policy budget will cover your private sports and healthcare expenses.
- [Yearly trip](#): Every year Railsware organizes a company retreat for you and your partner to spend time with our whole distributed team together in one place. Our goal is to have fun and get to know each other better. We also discuss the company's vision and work on our culture. In previous years, we visited amazing places like Austrian Alps, Crete ([video](#)), Italy ([video](#)), and Croatia.

## Learn more about Railsware

- [Website](#)
- [Railsware Blog](#)
- [Clients about Railsware](#)
- [Railsware Youtube](#)
- [More photos of our community](#)