

# JOB DESCRIPTION

In-house attorney managing a team of legal professionals providing counsel to the Fidelity Healthcare Group (HCG) and Fidelity's other healthcare businesses. HCG was created in 2018 to become a leading digital health care benefits provider. HCG has three main areas of solutions development: Health Savings Accounts (HSAs), a new Health & Welfare benefits administration offering for the mid- and large-markets; and an integrated HR and Payroll solution for the small market. Fidelity has also maintained a Health & Welfare plan offering for a small set of its largest clients, has launched health and wellness and voluntary benefits platform offerings, and offers health and welfare benefit consulting through Fidelity Benefits Consulting. There are significant opportunities for growth and innovation in the health care benefits space, and Fidelity is ideally positioned to lead the way in building industry-best customer solutions that will help Americans prepare and save for health care costs-- both now and in preparation for retirement.

## The Expertise We're Looking For

- Education: JD
- Experience: Minimum 12-15 years of practice with a Health & Welfare Benefits law focus
- Specific areas of concentration: ERISA; COBRA; HIPAA; HSAs; Section 125; ACA. Experience with Medicare, and/or employment law would be helpful for the position.
- Experience leading and developing a strong team

## The Purpose of Your Role

You will lead a team of attorneys and non-attorney professionals to provide advice and support to Fidelity businesses offering healthcare related products and services, including but not limited to health and welfare benefit plan recordkeeping, wellness and voluntary benefit platform administration, health and welfare benefits consulting, human resources outsourcing and HSAs. As a leader of a legal team, you will work directly with senior management, as well as collaborate with various groups within the businesses, such as product development, back office/operations, phone support, communications and education, client service (for the businesses' external clients), and Compliance and Risk groups.

## The Skills You Bring

- Strong orientation to customer service (for internal and external clients) with an emphasis on responsiveness to client inquiries
- Ability to be creative and demonstrate innovative approaches to assist with solutions for highly competitive, dynamic and emerging businesses.
- Skilled communicator with the ability to explain complex concepts in terms appropriate for non-legal department business leaders and associates.
- Excellent presentation skills.

## The Value You Deliver

- Partnering with client businesses to develop strategies for navigating complex and overlapping legal frameworks and to design and implement new or enhanced product and service offerings
- Analyzing internal and external materials, processes and operations for compliance and accuracy and suggesting alternative solutions and options as appropriate
- Providing subject matter expertise for client and vendor contracts and negotiations
- Managing a team of legal professionals and supporting their development and success

## How Your Work **Impacts** the Organization

The Legal Department supports the businesses of Fidelity Investments by:

- Structuring creative solutions to business and legal issues while focusing on the timeliness and practicality of our solutions.
- Anticipating and influencing changes and trends in the law and business environment.
- Maintaining the highest ethical standards.
- Providing advice that enables Fidelity to continually comply with the law and maintain its reputation.

## Company Overview

At Fidelity, we are focused on making our financial expertise broadly accessible and effective in helping people live the lives they want. We are a privately held company that places a high degree of value in creating and nurturing a work environment that attracts the best talent and reflects our commitment to our associates.

For information about working at Fidelity, visit <https://jobs.fidelity.com/ShowJob/Id/529752/Lead-Health-Welfare-Benefits-Attorney/>

*Fidelity Investments is an equal opportunity employer.*