

# Cohesity Principal Patent Counsel

## About the job

Cohesity is a leader in AI-powered data security and management. Aided by an extensive ecosystem of partners, Cohesity makes it easy to secure, protect, manage, and get value from data — across the data center, edge, and cloud. Cohesity helps organizations defend against cybersecurity threats with comprehensive data security and management capabilities, including immutable backup snapshots, AI-based threat detection, monitoring for malicious behavior, and rapid recovery at scale.

We've been named a Leader by multiple analyst firms and have been globally recognized for Innovation, Product Strength, and Simplicity in Design.

Join us on our mission to shape the future of our industry.

Cohesity is seeking a highly motivated and experienced Patent Attorney (Principal Patent Counsel) to join our in-house Legal team, to help grow the IP and Product (IP&P) function. Reporting to the VP of IP&P, you will lead the Patent team and help build and shape Cohesity's patent portfolio, counsel clients, and mitigate IP-risks. You will partner with engineering teams and business units to capture innovation and build our patent portfolio, assist in refining our patent strategy, and work closely with outside counsel to manage patent preparation and prosecution.

## Responsibilities

- Manage our team of patent professionals and the patent portfolio with limited oversight
- Oversee day-to-day worldwide patent prosecution and perform related activities across various product and technology areas, including invention identification, patent review committee management, and strategic portfolio assessment
- Collaborate with outside counsel to manage patent preparation and prosecution
- Prepare IP budget projections and own the patent budget
- Advise/negotiate patent licenses/provisions and assist with patent assertions/litigations
- Participate in ongoing analysis of our patent portfolio and those of our competitors while collaborating on the formulation of strategic initiatives for both offensive and defensive patent strategies
- Develop positive, strong, and collaborative relationships with multiple cross-functional partners (e.g., Engineering, Product Management, Marketing, Sales, Outside counsel, other Legal teams) to identify and proactively protect products, projects, and services
- Drive special projects, including establishing strategies, guidelines, processes, and procedures, to enable the IP legal team to provide best in class service to its partners
- Prepare and provide IP trainings to internal stakeholders

- Increase diversity in innovation by assisting with Diversity, Equity, Inclusion and Belonging (DEIB) IP efforts

## **Qualifications**

- 10+ years of patent legal experience in a law firm and corporate environment
- Prior in-house patent experience with implementing IP processes, systems, and tools
- JD degree with excellent academic credentials
- USPTO Registration with degree in electrical engineering or computer science (or USPTO registration and substantial real-world software / engineering experience)
- Experience conducting strategic patent portfolio assessments and execution of portfolio strategy initiatives
- Proficiency in preparing and prosecuting domestic and international patent applications, with a track record of delivering patentability, validity, and infringement assessments
- Patent litigation, patent assertion and licensing expertise
- Passion for AI and learning new areas of technology and evolving IP law
- Open source licensing experience a plus
- Creative and analytical thinker with strong problem-solving skills that is capable of proposing solutions to IP complex issues
- Strong project management and organizational skills, with the ability to successfully manage multiple simultaneous projects in a fast paced environment
- Team oriented mindset with strong ethics and integrity, sound judgment, and ability to concisely identify solutions addressed to multiple needs
- Superb written and verbal communication skills for all business levels

Disclosure Pursuant to Applicable State Equal Pay Transparency Laws - This position has a starting pay range as listed below. Actual salary depends upon many factors, including a candidate's skills, qualifications and experience, location, and salary expectations, and therefore a starting salary at the low end, high end, or even above the stated range may be offered. This position may also be eligible for bonus compensation, commission (if in a sales function), and/or equity grants. Additionally, full-time employees are eligible to participate in our comprehensive benefits framework, including health and wellness benefits, vacation, paid holidays and refresh days, 401(k) retirement plan, life and disability insurance coverages, and other benefits the Company may offer from time to time.

US Pay Range

\$189,000—\$236,300 USD

## **Data Privacy Notice For Job Candidates**

For information on personal data processing, please see our Privacy Policy.

## **Equal Employment Opportunity Employer (EEOE)**

Cohesity is an Equal Employment Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, creed, religion, sex, sexual orientation, national origin or nationality, ancestry, age, disability, gender identity or expression, marital status, veteran status or any other category protected by law.

If you are an individual with a disability and require a reasonable accommodation to complete any part of the application process, or are limited in the ability or unable to access or use this online application process and need an alternative method for applying, you may contact us at 1-855-9COHESITY or [talent@cohesity.com](mailto:talent@cohesity.com) for assistance.

### **In-Office Expectations**

Cohesity employees who are within a reasonable commute (e.g. within a forty-five (45) minute average travel time) work out of our core offices 2-3 days a week of their choosing.

Contact [shannon.silversmith@cohesity.com](mailto:shannon.silversmith@cohesity.com).