



**Job Title:** General Counsel

**Reports To:** CEO/President

**FLSA Status:** Exempt

**Status:** Full-Time to Part time

**Department:**

**Location:** Remote, plus travel 1 week/month to headquarters or customer sites w/in US; Canada

**Salary Range:** XXX to XXX annually

Tarbell Management Group (TMG) is a proud Mohawk family-owned enterprise dedicated to its mission of ***“empowering economic sovereignty for Tribal Nations and trusted partners”***. TMG has grown from a small local business into a diversified organization serving Indian Country and beyond, with operations spanning petroleum wholesale and transportation, convenience and restaurant services, tobacco manufacturing, brand management and national distribution and shared services.

***Our Core Values:***



**Aim High**

**E:neken Entsie'ra:te**

Pursue ambitious goals and deliver exceptional results.

Excellence

**Nurture a Good Mind**

**Entesah'shnie ne Ka'nikonri:io**

Embrace curiosity and bold thinking

Learning

**Hold the Fire**

**Ensatah':wa ne Otsi':re**

Follow through on and expect the same from others.

Accountability

**Follow the Good Path**

**Iohahi':io  
Ensata:hi'ta**

Do what's right, even when no one is looking.

Integrity

**Honor the Circle**

**Teseriwakwe':nienst ne Ionkwakiataro':ren**

Build and nurture respectful relationships for shared success

Teamwork

TMG offers a competitive total rewards package that includes medical, dental, and vision coverage, a 401(k) with company match, paid time off, Holidays, telemedicine access, optional Aflac coverage, and other employee benefits that support work-life balance and well-being.

## Job Summary

The **General Counsel** serves as the company's chief legal advisor, responsible for overseeing all legal affairs across our diverse portfolio of businesses. This executive will provide strategic legal guidance to ownership and senior leadership, ensuring the company's activities are compliant, protected, and aligned with its mission and values.

The ideal candidate is an experienced attorney with a **strong background in U.S. Indian Law, business operations, and regulatory compliance**—particularly within **tobacco, petroleum, and retail sectors**. The role requires sound judgment, practical problem-solving, and the ability to collaborate with external counsel, regulatory bodies, and Tribal governments.

## Primary Responsibilities

- Serve as the primary legal advisor to executive leadership and ownership on all company matters.
- Oversee legal compliance and risk management for all business units, including tobacco, petroleum, and retail operations.
- Provide expert counsel on matters of **Tribal, Federal, and State law**, particularly related to U.S. Indian Law and sovereignty.
- Manage and coordinate the work of **outside counsel** across specialized areas of law.
- Negotiate, draft, and review contracts, joint venture agreements, licensing, and other legal documents.
- Lead efforts related to intellectual property, corporate governance, and regulatory filings.
- Support the company's strategic initiatives, acquisitions, and business development projects.
- Advise on employment law, real estate, and compliance matters as needed.
- Maintain an awareness of changing laws and regulations that could affect company operations and proactively advise leadership.

## Minimum Qualifications

- Juris Doctor (JD) degree from an accredited law school.
- Licensed to practice law in at least one U.S. jurisdiction; ability to obtain licensure where company operates.
- **10+ years of experience** practicing law, including substantial experience in **U.S. Indian Law** and at least one of the company's major business areas (tobacco, petroleum, or retail).
- Strong negotiation, drafting, and communication skills.
- Demonstrated ability to manage complex legal matters and coordinate with multiple outside law firms.
- High integrity, discretion, and alignment with the company's family and community values.

### **Preferred Qualifications:**

- Proven experience advising or representing **Tribal Nations or enterprises**

### **Physical & Work Environment Requirements:**

- Work is performed in an office environment and requires the ability to operate standard office equipment and keyboards. Must have the ability to walk short distances, and/or drive a vehicle to deliver and pick up materials.
- Must be able to travel by airplane, car, or other methods to meet required travel requirements

### **Why Join Us**

This is a unique opportunity to serve as a strategic leader within a growing, family-owned organization that is deeply committed to **Tribal economic sovereignty**, ethical business practices, and long-term sustainability. You will have the opportunity to make a meaningful impact across multiple industries while helping shape the legal and cultural future of our company.