

IN-HOUSE COMMERCIAL COUNSEL

Location: Remote

Employment Type: Full-time

Reports To: General Counsel

JOB OVERVIEW

We are seeking an experienced commercial contracts lawyer to support our project delivery and procurement teams in negotiating, drafting, and managing construction-related agreements. This role will serve as a key legal advisor for project execution, helping balance commercial objectives, operational realities, and risk management across complex construction and procurement activities.

The ideal candidate will have at least 5 years of experience handling EPCC, EPCM, construction contracts and related commercial agreements, preferably in an in-house legal department, construction company, engineering firm, infrastructure developer, or law firm with a strong construction practice.

Reporting to our General Counsel, the Commercial Counsel Lead is a remote position based in the US. Routine collaboration across departments and project/field offices is required. Occasional travel is required to support business requirements.

KEY RESPONSIBILITIES

- Draft, review, negotiate, and advise on a wide range of construction and procurement agreements, including - EPC, EPCM, construction services agreements, design-build and procurement and supply agreements
- Partner closely with project delivery, procurement, engineering, operations, and commercial teams to support project execution and risk management.
- Identify legal and commercial risks and provide practical, business-oriented solutions.
- Advise internal stakeholders on contract interpretation, dispute avoidance, and compliance with contractual obligations.
- Develop and improve contract templates, negotiation playbooks, and internal legal processes.
- Support management of claims, disputes, and litigation in coordination with outside counsel when necessary.
- Assist with corporate governance, compliance, and other general commercial legal matters as needed.
- Participate in cross-functional initiatives and strategic transactions as the legal department expands.

REQUIRED QUALIFICATIONS & EXPERIENCE

- J.D. from an accredited law school and active license to practice law in at least one U.S. jurisdiction.
- Minimum of 5 years of relevant legal experience focused on construction contracting and commercial transactions.
- Strong experience negotiating and drafting complex construction and procurement agreements.
- Working knowledge of construction project delivery models, risk allocation principles, and procurement practices.
- Ability to work independently and manage multiple priorities in a fast-paced environment.
- Excellent business judgment and communication skills, with the ability to provide practical legal advice to non-lawyers.
- Strong interpersonal skills and ability to collaborate effectively with cross-functional teams.
- Preferred Qualifications
- In-house or law firm legal experience supporting construction, infrastructure, energy, manufacturing, industrial, or project delivery organizations.
- Experience with dispute resolution, claims management, or construction litigation support.
- Familiarity with public procurement, government contracting, or large capital projects.
- Experience supporting broader corporate or transactional legal matters beyond construction contracts.
- Communicate effectively with the Standard Lithium team, partners, service providers and other project stakeholders.



WHY JOIN US

This position offers significant opportunities for growth and expanded responsibility across broader corporate and transactional legal matters over time. With a team of more than 70 professionals across Canada and the U.S., we have built a culture defined by collaboration, integrity, and innovation. Our people are our greatest strength, committed to delivering excellence every day. Become a part of a company shaping the future of sustainable lithium production.

ABOUT STANDARD LITHIUM LTD

Standard Lithium is a publicly traded lithium company focused on advancing multiple lithium brine projects in the southern United States to support a new era of domestic US lithium production in support of the global energy transition. We believe the future of North American energy security can be unlocked through the innovative development and use of technology in an environmentally sustainable way, as evidenced by our long-term operation of an industrial-scale Direct Lithium Extraction (DLE) demonstration plant in southern Arkansas. For more information, please visit the Company's website at <https://www.standardlithium.com>.

We are building a flexible, forward-thinking workplace designed to empower a high-performing team as it grows. Our environment supports agility and innovation, backed by competitive compensation with performance-based incentives, comprehensive health and wellness benefits, and clear opportunities for career advancement and professional development.