



PREFERRED COUNSEL

THE PREFERRED LEGAL RECRUITING FIRM



H-E-B CORPORATE LAW OPENINGS

About H-E-B

H-E-B, with sales of more than \$46 billion, operates over 450 stores in Texas and Mexico. Recognized for our fresh food, quality products, convenient services and a commitment to environmental responsibility and sustainability, H-E-B strives to provide the best customer experience and low prices. Based in San Antonio, H-E-B is the 5th largest private company in the United States, employs over 170,000 Partners in Texas and Mexico and serves millions of customers in more than 300 communities. H-E-B celebrates our 120th anniversary this year. H-E-B's drive to provide the best customer experience with top quality products and our deep commitment to the communities we call home has earned us a place in the heart of Texans. In January 2025, national data-science firm Dunnhumby ranked H-E-B as the top grocery store in the United States for the third year in a row. In addition to grocery stores, H-E-B owns and operates pharmacies, wellness clinics, fuel stations, a thriving e-commerce business, manufacturing plants, warehouses and a transportation fleet.

At the heart of H-E-B's success is a commitment to winning through people. It is our privilege as the Corporate Law department to be a part of the H-E-B team and to serve and support a rapidly growing and changing company. We are a talented team of seven attorneys and nine legal support staff, and we are looking to add two additional attorneys to our team to help support H-E-B's diverse businesses. Opportunities to join H-E-B's Corporate Law team are rare.

About the Managing Counsel Technology Attorney Role:

Escape the Billable. Find Purpose. Join H-E-B's Tech Legal Team.

Tired of tracking every six-minute increment? Ready to use your legal skills to actually build something? H-E-B is looking for a **Technology Transactions Attorney** with 4–5 years of experience to help drive the legal side of our fast-moving tech landscape—from our iconic retail stores to our rapidly growing digital and e-commerce platforms.

We're not your typical in-house gig. At H-E-B, you'll be embedded in the business, partnering with teams that are rolling out real products and tech that impact millions of people every day.

Here's what you'll be doing:

- Leading negotiations and drafting on a variety of tech deals: SaaS, PaaS, MSAs, software dev and licensing, and more.
- Advising on the legal nuts and bolts of privacy, data security, and IP issues.
- Working cross-functionally in a collaborative, fast-paced environment where your legal opinion actually moves things forward.
- Learning the business, not just reacting to it.

We'd love if you bring experience from a law firm or in-house role with retail or buy-side clients—but more importantly, we want someone who's curious, collaborative, and ready to pivot from "advisor" to "partner."

Why H-E-B?

Because we're big—but not bureaucratic. We're ambitious—but still grounded. And we're serious about tech—without taking ourselves too seriously.

This is your chance to trade billable hours for meaningful impact, late nights for real balance, and partner-track stress for a career that still challenges you—just in a healthier, more human way.

Let's talk. Your future (and your evenings) will thank you.

About the Managing Counsel General Corporate Attorney Role:

Ready to Use Your Legal Skills for Something Bigger Than Billables?

H-E-B is on the lookout for a smart, curious, and adaptable **General Corporate Attorney** (with 4–5 years of experience) to join our in-house legal team. If you're looking to break out of the traditional law firm mold and dive into meaningful, high-impact work at one of Texas' most beloved brands—we should talk.

In this role, you'll partner with teams across the business to keep things running smoothly behind the scenes. Your days won't all look the same—and that's the fun of it. You'll be drafting and negotiating contracts that touch nearly every part of our operations, including:

- Product purchases and major services
- Private label and pharmacy supply agreements
- Construction deals, marketing/advertising partnerships
- ...and more

Bonus points if you've got some **tech contract experience**, but what matters most is that you're a fast learner, a clear communicator, and not afraid to jump into the unknown.

This role is perfect for someone who:

- ✓ Wants to work in a fast-paced, ever-evolving environment
- ✓ Is excited to support multiple teams and build real relationships across the business
- ✓ Loves learning new areas of law (and business) on the fly
- ✓ Is looking for a long-term career move that balances challenge with impact

Why H-E-B?

We're more than just a grocery store. We're a people-first company that values innovation, collaboration, and doing things the right way. If you're ready to take your legal skills in-house and make them matter in the real world, we'd love to meet you.

Contact Info:

For additional information and to apply for the position, send a resume to:

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