

## Junior Counsel

### Landowner Advocacy & Rural Development

Wright and Moore Law Co. LPA & Farmers Title Co.

Competitive compensation based on qualifications, benefits offered, non-remote, M-F, overtime pay exempt. Possible equity track available.



#### Firm Overview

Wright and Moore Law Co., LPA and Farmers Title Company Ltd. is seeking an experienced, organized, detailed, curious, communicative, and engaging attorney to join its landowner advocacy and rural development team. Wright & Moore is a growing boutique law firm located in Delaware and in Celina, with farm and rural clients spanning across the state. The firm focuses on the unique legal needs of farmers and their families, landowners, and other rural businesses. The position is part of a long-term growth strategy and is essential to support our real property law efforts, including the growth of Farmers Title Co., which began in early 2023. Both companies proudly features a technology-centric, paperless, casual workplace, and personal life-forward culture. However, due to the seasonal nature of agriculture, occasional 40+ hour workweeks may be required for project flow and business goals.

#### Mission, Vision, Values

Our Mission: At Wright & Moore, we promote thoughtful, educated decision making among Ohio farmers and landowners in order to achieve the succession planning goals of their families and businesses.

Our Vision: To maintain a strong agriculture industry and vibrant rural communities through multi-generational transitions of Ohio family farms and farmland.

#### Our Core Values:

With our clients, our partners, and our team in mind, Wright & Moore adheres to these core values:

- **Knowledgeable:** Through various legal education and personal development efforts by our team members, we will provide competent counsel that stays in-tune with the laws and rules impacting our industry.
- **Individuality:** Recognizing that each family, farm, legal issue, and employee possess unique goals and features, we strive to provide solutions and opportunities that cater to the needs of each client, partner, or team member.
- **Empathy:** Being accessible to our clients, partners, and team members, staying curious to individual needs, actively listening, and understanding all viewpoints will ensure we are empathetic to each other and to the public.

- **Integrity:** “Doing the right thing” comprises our moral and ethical core, and building and maintaining trust within our team and our stakeholders is of the utmost importance.
- **Family Team:** Collaboration, communication, flexibility, and support can lead a family to accomplish great things together, and we seek to espouse those behaviors internally within our team and externally with members of our firm family.

## Responsibilities

Landowner Advocacy: Facilitate farmland lease, sale, purchase, seller-financed, and tax-deferred exchange transactions. Review and prepare title commitments for title company projects. Negotiate improved contract legal and financial terms, ensure third party contract compliance, and generally advise clients in renewable energy leases, easements, and purchases, utility easements and purchases, good neighbor agreements, wireless infrastructure leases and easements, and oil and gas transactions. Participate in resolution of drainage disputes.

Rural Development: Assist commercial, agricultural, and agritourism businesses in rural areas with the achievement of business goals. Engage local government officials in constructive, collaborative manner. Collaborate with agricultural and legal professionals to facilitate farmland transactions. Assist rural communities with drafting of ordinances and codes related to wireless infrastructure and renewable energy. Will consider expansion into new farm or rural-centric practice areas based on candidate interests

Teamwork: Support senior counsel in landowner advocacy. Lead closings and meetings alongside paralegal or co-counsel. Prepare matter directives and action items post-meeting. Provide and receive positive feedback regarding document drafting and project directives. Actively engage coworkers to discuss client goals. Employ daily open-door approach that allows for questions across team. Correctly input entries to timekeeping program. As projects are completed, prepare and approve invoices.

Client Care: Proficient and timely in-person, phone, and email interactions with clients, accountants, investment, insurance, and lending professionals will be required. Assist with set-up of new client files, intake forms, and contact information. Be responsible for reporting client or matter updates to support team, client file management, maintaining correct information, and necessary follow-up with clients. Adhere to firm procedures regarding client file storage, titling, and structure.

Ethics: Exhibit consistent adherence to the Ohio Rules of Professional Conduct for legal practitioners. Display best practices related to organization, attention to detail, timeliness of filings, communication, conflict waivers, and client fund management.

Community Relations: Serve as a professional extension of the firm in local and agricultural community. Assist with preparation for community events, Client Advisory Newsletter, social media posts, holiday mailings, special events, industry publications, educational seminars, and outreach events for other partners.

### **Experience and Qualifications**

- Passion for the agriculture industry and rural communities and families
- Licensed to practice law in the State of Ohio
- Interest in private practice, with desire to work on pro-landowner representation, land use law, and real property matters (prior experience strongly preferred)
- Registered title insurance agent with Ohio Department of Insurance preferred, or desire to obtain license
- Basic proficiency with real property instrument drafting, title insurance and searches, property transactions, utility and renewable energy deals
- Demonstrated adherence to the Ohio Rules of Professional Conduct
- Advanced competence with various online bill and Kanban board platforms, Office Suite programs, document automation programs, and mobile apps
- Must possess excellent verbal and written communications skills, inquisitive skills, strong interpersonal skills, an eye for organization, timeliness, attention to detail, and a self-starting approach to your work
- Passion for the agriculture industry and rural communities and families is a plus

### **Salary and Benefits**

Competitive compensation based on qualifications, full-time, non-remote, M-F, overtime pay exempt. Benefits include paid holidays, paid time off, health and dental insurance, life insurance, retirement matching, cell phone, and laptop. Annual bonus possible at discretion of management based on meeting individual goals and firm performance. Possible equity track available.