

Position: Associate General Counsel, Transactions

Location: Smyrna, TN | Remote

About FIXX Energy

FIXX Energy is a battery manufacturer headquartered in Smyrna, Tennessee, operating one of the most established LFP battery production facilities in the United States. The site's history traces back over a decade as a cornerstone of early U.S. EV battery manufacturing, representing a foundation of deep technical expertise and large-scale operational experience. Building on this heritage, FIXX Energy is evolving the platform into a modern, flexible manufacturing business serving the fast-growing energy storage market. The company is focused on delivering high-performance battery cells and solutions and modernizing the American grid—delivering resilient, intelligent power infrastructure that enables the next era of human connection, AI, and advanced manufacturing. By combining proven manufacturing capability with a forward-looking product and market strategy, FIXX Energy is positioned to be a key enabler of the electrified, resilient energy systems of the future.

About the Role

FIXX Energy is seeking an Associate General Counsel, Transactions, who will serve as a key member of the legal team and a strategic partner to the executive and commercial teams. This role will lead the structuring, negotiation, and execution of sophisticated energy transactions, while helping build scalable legal processes to support FIXX Energy's growth. The ideal candidate combines strong transactional legal expertise with commercial judgment, practical problem-solving, and the ability to thrive in a fast-paced entrepreneurial environment. This position reports to the General Counsel.

Key Responsibilities

1. Transaction Leadership

- Lead legal support for a broad range of strategic transactions, including battery and equipment supply and offtake agreements, procurement agreements, EPC agreements, licensing and technology agreements, asset acquisitions, strategic partnerships, and other complex commercial transactions.
- Structure, draft, negotiate, and manage complex contracts and transaction documents.
- Support M&A activities, diligence processes, and post-closing integration matters.

2. Strategic Business Partnership

- Advise leadership and Sales on legal, regulatory, and commercial risks.
- Train and advise sales and commercial personnel regarding proper contracting procedures, approved contract terms, escalation protocols, and compliance with company risk management policies.
- Partner with Finance and Sales to enable efficient deal execution while protecting FIXX interests.
- Provide practical, solutions-oriented legal guidance aligned with business objectives.

3. Risk Management & Compliance

- Identify and mitigate legal and commercial risks across the transaction lifecycle.

- Coordinate with external counsel and subject matter experts as needed.
- Support compliance and internal policy development related to transactional activities.

4. Process & Team Development

- Help build scalable legal templates, playbooks, and contracting processes.
- Contribute to the continued growth and sophistication of FIXX's legal function.
- Mentor junior legal professionals and collaborate cross-functionally across the organization.

Requirements

- J.D. from an accredited law school and active bar membership in at least one U.S. jurisdiction.
- 7–15+ years of relevant transactional legal experience.
- Experience in energy, infrastructure, project development, or project finance transactions.
- Demonstrated success working with sales contracts and collaboratively with a sales team
- Familiarity with complex commercial contracting
- Experience supporting cross-border commercial transactions and coordinating with international counterparties is strongly preferred.
- Experience at a top law firm and/or in-house legal department supporting energy transactions.
- Strong drafting, negotiation, and issue-spotting skills.
- Demonstrated ability to manage multiple sophisticated transactions simultaneously.
- Excellent business judgment and communication skills.
- Comfortable operating in a dynamic, fast-growing environment with evolving priorities.
- Familiarity with tax equity, debt financing, and structured finance transactions.

Travel

Occasional domestic and international travel required.

What We Offer

Welcome to FIXX Energy, where you will have the opportunity to tackle the world's most fascinating challenges alongside exceptionally talented individuals who are driven to make a difference. We strive to ensure that our employees are well taken care of, enabling them to focus on their work and contribute to our collective mission.

We offer:

- Comprehensive compensation packages including a competitive salary and a bonus.
- An inclusive work environment that fosters professional and personal development.
- Medical, Dental and Vision Insurance
- HSA and Flexible Spending Accounts
- 401K with company match
- Life Insurance (Company paid and additional voluntary life available)
- Paid Vacation and 14 Paid Holidays
- Short term and long-term disability coverage (Company Paid)
- Tuition reimbursement

Equal Employment Opportunity

At FIXX Energy, we are committed to providing Equal Employment Opportunity (EEO) to all individuals. We participate in E-Verify and will provide the federal government with your Form I-9 information to confirm that you are authorized to work in the U.S.

Physical Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable otherwise qualified individuals with disabilities to perform the essential job functions.

- Ability to sit for extended periods of time.
- Ability to read, write, speak, hear; stand; walk; use hands to finger, handle, or feel; reach and lift with hands and arms frequently throughout the day.
- Required to occasionally lift, push, pull and/or move up to 10 pounds and occasionally required to lift, push, pull and/or move up to 35 pounds.

Work Environment

The individual must be able to perform all essential functions as appropriate in an office, on the plant floor, in meetings, and with employees, management, customers and suppliers.

Candidate must perform the essential duties and responsibilities with or without reasonable accommodation efficiently and accurately, and without causing significant safety threat to self or others.

The statements made herein are intended to describe the general nature and level of work being performed by employees assigned to this job classification. They are not intended to be construed as an exhaustive and inclusive list of all responsibilities, duties, and/or skills required of personnel so classified. Hiring is contingent upon successful completion of drug screen and background check. FIXX Energy, LLC is a drug-free workplace.