



Deputy Chief Legal Officer

Wings CRS is seeking resumes for an experienced Deputy Chief Legal Officer to join in this uniquely aggressive, life-saving global start up.

While we love candidates with experience, we really love ATTITUDE more! Attitude empowered with empathy, securely within the heart of a servant-leader who is strongly intuitive, confident self-starter, out of the box thinker, supportive team player and capable problem solver, not a problem creator. Our ideal candidate possesses exceptional communications skills, loves people no matter what race, religion, or ethnicity, and is unafraid to tackle any task, or to travel to the four corners of the earth to do a purposed-work that is greater than themselves, and above all, is deeply passionate and committed to saving lives.

Deputy Chief Legal Officer (DCLO) – Position Description

The Deputy Chief Legal Officer (DCLO) serves as the principal advisor and operational partner to the Chief Legal Officer (CLO), ensuring the legal, ethical, and compliance integrity of Wings CRS operations across the globe—24/7/365. This role demands an exceptional leader capable of navigating complex international, federal, and state legal environments while maintaining unwavering alignment with the organization’s humanitarian mission: to take catastrophe response to the next level and beyond to save more lives.

The DCLO is responsible for leading a high-performing global legal team committed to operational excellence, applying the principles of *Kaizen*—continuous improvement—to enhance efficiency, productivity, and legal foresight. Responsibilities include attending and hosting executive and cross-departmental meetings; reviewing, drafting, and recommending policies and procedures; conducting compliance audits; and ensuring all operations meet or exceed regulatory and ethical standards. The DCLO will negotiate and execute contracts, memorandums of understanding (MOUs), and host-state agreements, provide legal counsel to executives and field operations, and, when required, represent Wings CRS in courts of law or before government bodies.

Additionally, the DCLO oversees the recruitment and supervision of in-house counsel, paralegals, and contracted attorneys, ensuring the legal office is adequately staffed to support

both domestic and international operations. In the absence of the Chief Legal Officer, the DCLO assumes full responsibility for all legal affairs of the organization.

Preferred Qualifications:

- Juris Doctor (JD) degree with active bar membership in good standing.
- Minimum 10 years of senior-level experience in international, corporate, or humanitarian law.
- Demonstrated excellence in leadership, compliance management, and crisis decision-making.
- Proven ability to negotiate complex contracts and governmental agreements.
- Strong understanding of military ethics, discipline, and organizational command structures.
- Prior senior military leadership experience is highly preferred, bringing with it the ability to inspire teams through integrity, precision, and mission-first commitment.

Core Competencies:

- Strategic legal foresight and operational agility.
- Deep commitment to humanitarian values and ethical leadership.
- Advanced negotiation, litigation, and communication skills.
- Ability to integrate legal compliance with global operational readiness.
- Exemplary character under pressure and an unwavering sense of duty.

Key Responsibilities

- Support the Chief Legal Officer in directing all legal, ethics, and compliance functions worldwide.
- Lead the daily operations of the Legal Office to ensure timely and effective legal support across all Wings CRS divisions.
- Host and attend executive-level meetings, providing expert legal counsel and policy interpretation to leadership.
- Draft, review, and negotiate contracts, MOUs, host-state agreements, and vendor agreements.
- Ensure legal compliance with international, federal, and state laws, humanitarian standards, and organizational policies.
- Review and recommend new policies and procedures to maintain legal and ethical integrity across the organization.
- Oversee investigations into compliance or ethical violations, ensuring corrective measures are implemented swiftly.
- Represent Wings CRS before government agencies, courts of law, and international partners when necessary.
- Audit compliance programs and monitor risk across all global operations, providing regular reports to executive leadership.

- Advise executive and operational leaders on liability, regulatory exposure, and best legal practices in field operations.
- Maintain and oversee corporate filings, licenses, intellectual property, and risk mitigation programs.
- Guide management in the proper implementation of approved legal and ethical policies.
- Recommend and manage the hiring of in-house attorneys, paralegals, and contract legal professionals.
- Oversee external counsel engagement and manage litigation or arbitration as required.
- Ensure all legal documents and agreements align with the Wings CRS mission, values, and global operational standards.
- Develop and maintain an effective global compliance training program for executives and staff.
- Act as the Chief Legal Officer in their absence, assuming full authority for all legal operations and decisions.
- Foster a proactive culture of legal awareness, ethical integrity, and risk prevention across all divisions.
- Lead by example through disciplined, mission-driven leadership rooted in military-inspired structure and accountability.

Preferred Qualifications

- Juris Doctor (JD) with active bar membership in good standing.
- Minimum 10 years of senior-level experience in international, corporate, or humanitarian law.
- Demonstrated excellence in leadership, compliance management, and crisis decision-making.
- Proven record of negotiating high-value, multi-jurisdictional agreements.
- Strong understanding of military ethics, chain of command, and disciplined leadership.
- Prior senior military leadership experience strongly preferred.

Hiring locations: Boerne, Texas

Compensation & Benefits

Please see our Recruiting page on our website for the list of current benefits.

If you are looking for your best last job, and where your work makes a real difference, please send your resume to us today for consideration. Military veterans are encouraged to apply. Wings CRS is an EEOC company.

Wings CRS is fully committed to promoting wellness to create both a healthy and safe environment for all employees, volunteers, patients and visitors.

In addition, Wings CRS has a NO TOBACCO PRODUCT USE policy, and will not hire individuals who use or test positive for nicotine products. Candidates who desire to cease the use of nicotine products as a condition of their employment must agree to successfully complete a nicotine cessation program under the guidance and monitoring of Wings CRS health professionals.

All candidates must go through an extensive evaluation to include thorough background checks, as well drug, alcohol, nicotine testing, as a precondition of their employment and all employees must submit to random substance testing as a condition of their employment.