

Job Title: Legal Director - IP
Department: Legal
Revision Date: October 2017

### **About the Company:**

#### **PVH Corp.**

With a history going back over 130 years, PVH has excelled at growing brands and businesses with rich American heritages, becoming one of the largest global apparel companies. We have over 30,000 associates operating in over 40 countries with over \$8 billion in revenues. We own the iconic Calvin Klein, Tommy Hilfiger, Van Heusen, IZOD, ARROW, Speedo\*, Warner's and Olga brands and market a variety of goods under these and other nationally and internationally known owned and licensed brands.

#### **PVH Europe**

PVH Europe is home to the global headquarters of Tommy Hilfiger and the European offices of Calvin Klein. The company is founded on a dynamic and fast-paced work environment that's fueled by passion, creativity and an entrepreneurial spirit.

#### **Tommy Hilfiger**

Tommy Hilfiger is one of the world's leading designer lifestyle brands, internationally recognized for celebrating the essence of "classic American cool" style. Founded in 1985, Tommy Hilfiger delivers premium styling, quality and value to consumers worldwide with a breadth of collections including Hilfiger Collection, Tommy Hilfiger Tailored, men's, women's and kids' sportswear, Tommy Hilfiger Denim, accessories, and footwear. In addition, the brand is licensed for a range of products, including fragrances, eyewear, watches and home furnishings. Tommy Hilfiger, which was acquired by PVH Corp. in 2010, has more than 17,000 associates worldwide and an extensive distribution network in over 115 countries and 1,600 retail stores. Global retail sales of the Tommy Hilfiger brand were US \$6.5 billion in 2015.

#### **Calvin Klein**

Calvin Klein is a global lifestyle brand that exemplifies bold, progressive ideals and a seductive, and often minimal, aesthetic. We seek to thrill and inspire our audience while using provocative imagery and striking designs to ignite the senses.

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Founded in 1968 by Calvin Klein and his business partner Barry Schwartz, we have built our reputation as a leader in American fashion through our clean aesthetic and innovative designs. Global retail sales of Calvin Klein products exceed \$8 billion in 2015 and were distributed in more than 110 countries. Calvin Klein employs over 10,000 associates globally. In 2003, Calvin Klein was acquired by PVH Corp.

**Department Description:**

The Legal Department of PVH Europe has a cross functional reach. With a hands-on mentality, we deliver a full range of best-in-class legal services to all Divisions, Departments and Countries. Our team consists of 20 legal professionals of many different nationalities, backgrounds, cultures and legal expertise areas. We are organized into two sub teams; Corporate & Commercial and Brand Protection & Intellectual Property as well as specialists in Compliance and Employment Law. On an average day our team could be looking into new designs, negotiating a celebrity partnership, training customs officials to identify counterfeits or closing high stakes commercial deals. We are committed to providing excellent services under time-pressure but always whilst having fun and supporting each other.

**Position Description and responsibilities:**

Are you looking to join a dynamic team that is involved in all aspects of our business? We are currently looking for a Legal Director-IP to head the IP and Brand Protection function within our team. The Legal Director-IP reports to the VP Legal Affairs who is end-responsible for all legal aspects of our business and all legal areas covered by the Legal Department. As the Legal Director-IP you will oversee the responsibilities of the IP and Brand Protection team and manage the members of this team (currently 6 people). You will define the long and short term strategy for IP and Brand Protection together with the VP Legal Affairs. Our intellectual property is one of the main assets of our company and we take the responsibility to protect our brands seriously. IP and Brand Protection are therefore important pillars of the Legal Department.

**Responsibilities:**

Just to summarize the focus areas and responsibilities of the IP and Brand Protection team:

1. Trademark portfolio management of the TH brands globally. Matters relating to the Americas are dealt with in close collaboration with our Legal colleagues in NY, and all aspects relating to the rest of the world are managed by our team in Amsterdam.
2. Working with our design and marketing teams in handling clearance requests for designs, style names and marketing materials.
3. Instructing external legal service providers in various jurisdictions in IP cases and IP litigation, assessing risks for the company and advising on strategy in these cases.

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4. Drafting and negotiating contracts of a typical IP nature, and working together with the Corporate and Commercial team on contracts to ensure relevant IP aspects are covered.
5. Managing the implementation of the Brand Protection strategy , taking counter-measures and preventing counterfeit products hitting the markets, including managing follow up after seizures and market sweeps, customs training programs, managing external advisors, monitoring online counterfeit activities and managing take downs of illegal websites.
6. Continuous training of our designers, product developers, and other business colleagues on all relevant IP aspects that impact their daily work.

**Requirements:**

The person we are looking for is not only a very experienced IP specialist, ideally with experience both in private practice as well as an in-house IP role, but also a manager with proven track record. An inspirational personality, someone who can listen, observe, process, set goals and drive the results of the team. Someone who, of course, has a keen interest in the Tommy Hilfiger and Calvin Klein brands. The following characteristics describe the right candidate:

1. Passion for IP, evidenced by >12 years of experience as IP specialist, in private practice and preferably also in an in-house role focusing on IP and Brand Protection with proven experience rendering legal advice with business acumen and sound judgment.
2. Visionary on the evolution of the role of IP and Brand Protection within a company with strong brands like Tommy Hilfiger and Calvin Klein.
3. Leader, strategist and people manager with track record of managing IP professionals in a structured and inspiring way.
4. Solid understanding of all IP / Brand Protection related working processes and resources and ambition to further optimize all operational and organizational aspects of the IP / Brand Protection function.

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