

Head of Legal

Deca Digital

About Deca Digital

Deca is a national developer focused on large-scale land development and digital infrastructure.

We are deploying an initial \$2 billion vehicle for the development of gigawatt scale data center campuses across the United States. Our pipeline spans more than 4.5 GW.

We are building a business that identifies the most promising early-stage opportunities and takes them from a site with theoretical interconnection ambitions to shovel-ready, viable, and scalable for hyperscale development. Our vision is to create a 10+ GW portfolio of powered land and then build the vertical infrastructure on top of it.

A core element of our competitive strategy is our active procurement of generation equipment and focus on developing power generators on site. By securing generators and other long-lead infrastructure ahead of site-by-site demand, Deca can offer near-term, committed power delivery that most developers cannot match — and to drive hyperscaler demand on the strength of having the equipment in hand when others are still waiting in line.

We are backed by a multi-billion-dollar equity commitment from a top three global asset manager. We have the capital, ambition, and entrepreneurial DNA to become the premier platform in this sector. And we are looking for key executives and team members who will lead that charge with us.

Beyond digital infrastructure, we are also developing the largest industrial project in California: the \$5 billion, 650-acre redevelopment of the Phillips 66 oil refinery at the Port of Los Angeles. This project exemplifies our ability to unlock complex, large-scale opportunities that require integrated power, entitlement, engineering, and capital strategies.

Our Culture & Values

We are fiercely ambitious, deeply entrepreneurial, and operationally excellent. We move fast, think big, and operate with a high degree of ownership and accountability. Our mottos include “opportunity lies in complexity” and “make no small plans.”

We are lifelong students and value curiosity. We care deeply about how infrastructure shapes communities and about the legacy we leave behind.

We believe in building great companies without compromising our commitment to family, fulfillment, and multidimensional lives. We are owners of our company. We are in this for the long run.

About the Role

Deca Digital closes a lot of deals. Land option agreements, purchase contracts, energy agreements, equipment procurement contracts, EPC and construction agreements, joint venture arrangements, outside counsel engagements — the volume of legal work generated by a national infrastructure development platform at our stage is significant, and it only grows as the portfolio does.

The Head of Legal is an execution-focused legal professional who will own the throughput of that work. This person is an expert drafter and negotiator who gets contracts across the finish line quickly and precisely — managing a high volume of concurrent matters, building the systems that keep legal work

organized and on track, and serving as the primary legal interface for Deca's acquisitions, energy, development, and procurement teams.

This is not a role for someone primarily interested in being a strategic business advisor in the boardroom sense. It is a role for someone who takes genuine pride in the quality and speed of their legal execution — who finds satisfaction in a clean redline, a well-structured contract library, and a deal that closes on time. Experience in the data center, digital infrastructure, or energy and renewables development sectors is a meaningful plus and will allow the right candidate to contribute immediately.

Key Responsibilities

- Draft, negotiate, and close contracts across all of Deca's deal types: land option and purchase agreements, energy contracts (PPAs, electric service agreements, interconnection agreements), equipment procurement and supply agreements, EPC and construction contracts, vendor and consulting agreements, and joint venture arrangements.
- Serve as the primary day-to-day legal interface for the acquisitions, development, energy, and procurement teams — reviewing incoming contracts, preparing redlines, and advising on deal-specific legal issues.
- Build and maintain Deca's contract management infrastructure: standard form agreements, clause libraries, legal playbooks, and tracking systems that allow the company to move faster and more consistently at scale.
- Manage outside counsel relationships across active matters, coordinating workstreams, reviewing work product, and managing legal spend.
- Support the acquisitions team on site transactions, including title review coordination, due diligence checklists, and closing documentation.
- Support the development and entitlements team on land use, permitting, and regulatory legal matters in coordination with outside counsel.
- Support the energy team on utility negotiations and interconnection agreement review.
- Oversee corporate compliance and entity management across Deca's growing portfolio of project entities.
- Assist with legal aspects of investor and lender reporting, project financing documentation, and capital markets transactions in coordination with senior leadership.
- Identify recurring legal bottlenecks and build processes or templates to eliminate them.

Who You Are

- 6–12 years of legal experience, with a strong transactional background — ideally spanning real estate, energy, infrastructure, or private equity.
- JD from an accredited law school and active bar admission in at least one US jurisdiction.
- An excellent drafter and contract negotiator — fast, precise, and comfortable managing a high volume of concurrent matters.
- Experience in the data center, digital infrastructure, or energy and renewables development sectors is a significant plus; familiarity with PPAs, interconnection agreements, or land acquisition contracts is highly valued.
- Highly organized, with the ability to track and prioritize a large, varied legal workload without dropping balls.
- A self-starter who takes ownership of their work and does not need heavy supervision to stay on track and deliver.

- Collaborative — equally comfortable working directly with deal teams and managing outside counsel.
- Someone who takes genuine satisfaction in execution: in getting the deal done, the contract signed, the system built.

Compensation

This is a rare opportunity to be a formative part of an ambitious, long-term venture with institutional scale. The role offers the opportunity to operate with founder-like economics and influence.

Compensation includes:

- Competitive cash compensation
- Upside in the venture via performance-based equity / profit participation
- Foundational seat in an emerging market leader

We are building a rocket ship while flying it. The first few seats matter most. If you are a builder and a believer, we want to meet you.