





J&J SNACK FOODS CORP















General Counsel

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A Twist of Fate

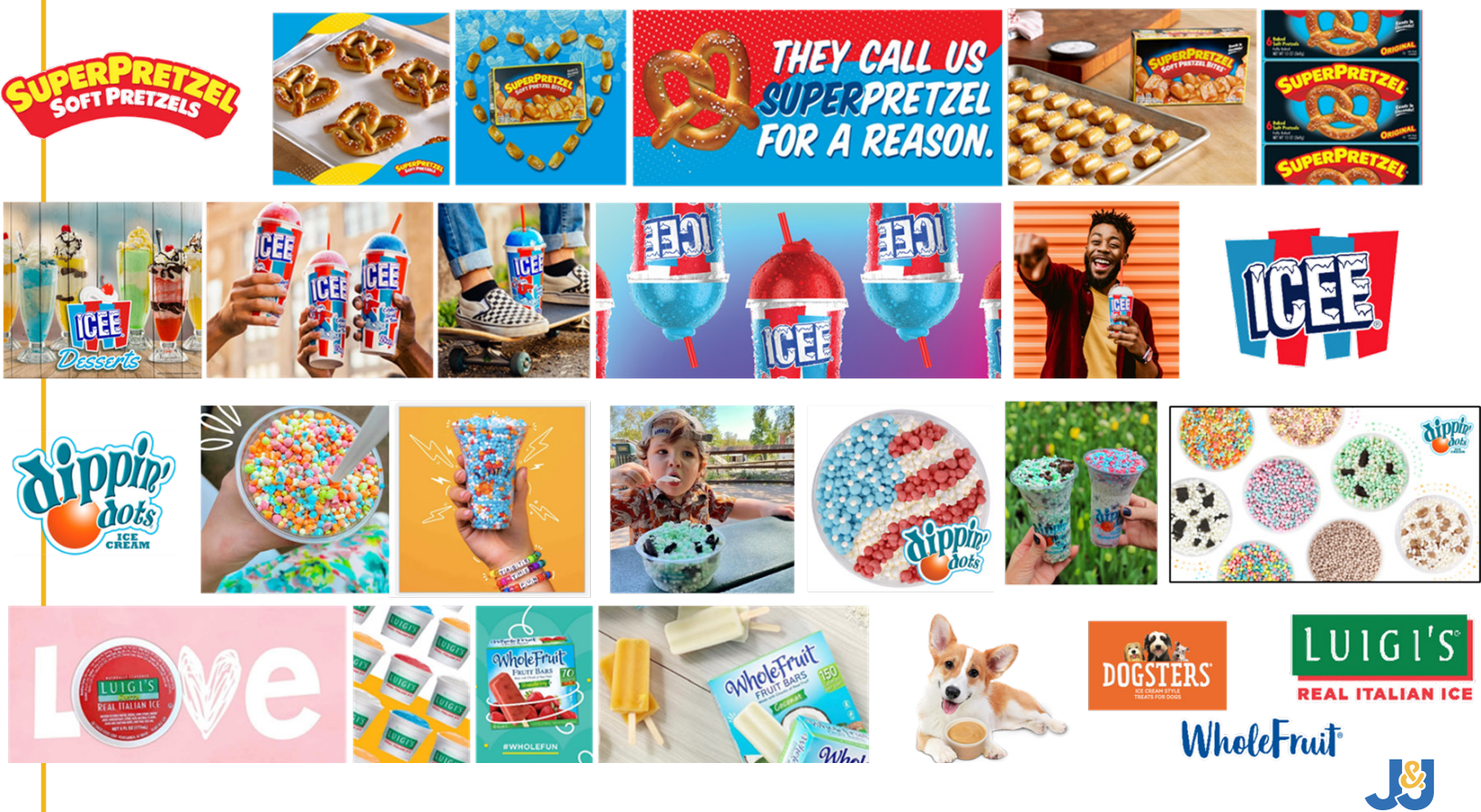
Over 50 years ago, J&J Snack Foods (NASDAQ: JJSF) was founded when entrepreneur Gerry Schreiber purchased an ailing hot pretzel company with a humble facility and eight employees at a court auction. Today, J&J Snack Foods is a $1.5B public company with more than 4,200 employees and manufacturing locations across the country, with products found in supermarkets, stadiums, movie theaters, convenience stores, restaurants, and schools nationwide.

J&J Snack Foods' portfolio includes well-known brands such as SUPERPRETZEL and ICEE, along with fan favorites like Dippin' Dots, LUIGI'S Real Italian Ice, The Funnel Cake Factory, Hola Churros, and a broad range of products spanning baked goods, frozen beverages, and frozen novelties.

Through a combination of organic growth, strategic acquisitions, and a consistent focus on innovation, JJSF has evolved from a small pretzel baker into a diversified, category-leading food company. The business is uniquely positioned within the immediate-consumption space, serving a wide range of channels where speed, flexibility, and product innovation are critical.

In recent years, JJSF has been through a meaningful transformation under CEO Dan Fachner. The company has strengthened its leadership team, enhanced its commercial and operational capabilities, and made targeted investments in its supply chain and distribution network. The acquisition of brands like Dippin' Dots, Thinsters, and Dogsters and the ongoing organic expansion of its legacy brand portfolio demonstrate a strong focus on growth and long-term value creation.

JJSF's success is driven not only by its products and market position, but by a culture that emphasizes humility, integrity, and a shared commitment to doing the right thing. The company continues to invest in new products, new customers, and new channels, positioning itself for continued growth in the years ahead.



Responsibly Serving Fun

J&J Snack Foods knows its business has an impact on the environment, the communities in which it operates, and its employees. At JJSF, they strive to continually improve their ESG journey by exploring operational improvements, serving their employees, stakeholders, and communities, and centering on a quality product portfolio that balances profits with ethical business practices.

Environmental

JJSF is committed to the responsible use of natural resources and making a conscious effort to reduce its environmental impact.

Social

JJSF strives to deliver outstanding enthusiasm and empathy for its employees, customers, and communities.

Governance

JJSF is responsible for maintaining food standards that not only exceed safety and quality standards but also meet the highest level of ethical and sustainability standards.



Sourcing Sustainable Ingredients

As a leader and innovator in the snack food industry, JJSF maintains multi-site certification from the Roundtable on Sustainable Palm Oil (RSPO) for eight of its facilities across the United States. They are dedicated to procuring sustainable palm oil from certified sources for all its facilities and managing internal programs in compliance with the RSPO mass balance standard.



Citizens Being Good Citizens

JJSF is actively invested in every community they are in and strives to make a positive difference within the company and with all its friends, partners and colleagues.

Whether it's recycling and green efforts, or consistently upgrading facilities and processes for more environmental friendliness and energy efficiency, they work hard to be the neighbor everyone wants to have.

Employees of JJSF are encouraged to turn their passion for positive change into opportunities for each of their home communities. JJSF actively supports philanthropic and volunteerism efforts on the individual and corporate level and contributes to charities in each community.



The Opportunity

J&J Snack Foods is one of those rare companies that needs no introduction. Almost everyone has had an ICEE at a game, a Dippin' Dots at a fair, or a Super Pretzel at a stadium. These are beloved, iconic American brands, and the General Counsel of this company gets to be their primary legal steward.
Under CEO Dan Fachner, the company has meaningfully grown and strengthened its leadership team, expanded its brand portfolio through strategic acquisitions, and sharpened its commercial and operational capabilities. With continued growth on the horizon, through organic expansion, targeted M&A, and international development, the company seeks a General Counsel to serve as the primary legal voice of the enterprise.

This is a genuine C-suite role. Reporting directly to Dan Fachner and serving as a full member of the executive leadership team, the General Counsel will function as the CEO's primary legal partner and the Board's principal legal liaison. This individual will provide strategic counsel on everything from M&A transactions and corporate governance to FDA compliance and data privacy, bringing legal insight and sound judgment to the decisions that shape the company's future.

J&J Snack Foods operates across a multi-site manufacturing and distribution footprint, with products in every major retail and foodservice channel. The General Counsel will navigate a complex operating environment that spans public company securities obligations, multi-state employment compliance, food safety regulation, intellectual property, commercial contracting, equity compensation, and enterprise risk management. They will also serve as corporate secretary and lead the development of the internal legal team.

JJSF is a stable, profitable public company with a collaborative, long-tenured senior leadership team. There is no private equity pressure, no leverage overhang, and no turnaround mandate. For an attorney seeking a genuine long-term seat at the table, not a role defined by crisis or constant ownership change, this is a meaningful distinction.

The position is based in Nashville, Tennessee.

Key Responsibilities

Strategic Legal Leadership & Advisory

- Serve as primary legal advisor to the executive leadership team, the Board, and other senior executives.
- Align J&J's legal strategy to short- and long-term business objectives across a full spectrum of legal matters: contracts, M&A, trademarks/IP, employment, environmental, franchising, international, and corporate governance.
- Serve as a key member of the executive leadership team, working closely with the CEO and other leaders to drive and shape the company's strategic and tactical business initiatives and to build a culture of high performance and high integrity.
- Assess the legal environments and trends in which J&J operates, monitor compliance with all legal and regulatory requirements, and provide legal interpretations and recommendations to the executive team, board, and staff on the full range of legal issues facing the company







Securities & Public Company Compliance

- In collaboration with the CFO, oversee public company securities law and reporting obligations, including SEC filings (10-K, 10-Q, 8-K) and proxy statements; ensure SOX compliance.
- In collaboration with the CFO and HR, oversee equity compensation programs, including plan administration, grant compliance, and SEC reporting of equity awards.

Corporate Governance

- Serve as corporate secretary; manage board governance documentation, meeting minutes, director onboarding, and subsidiary entity management.
- Assess and strengthen compliance, risk mitigation policies, partner agreements, and board governance structures.
- Prepare and report legal activities to the Board of Directors.

Litigation & Enterprise Risk Management

- Manage litigation strategy and outside litigation counsel; oversee active disputes (insured and uninsured, including general liability, workers' compensation, and automobile) and proactively mitigate legal risk across the enterprise.
- Lead enterprise risk management, including legal oversight of insurance programs and identifying and mitigating emerging risks such as artificial intelligence adoption across the business.
- When needed, enlist and manage outside counsel relationships to ensure timely and accurate resolution of pressing issues or those requiring specialist insight.

Food Regulatory Compliance

- Oversee FDA, USDA, and food labeling regulatory compliance; manage product safety, labeling, and foreign material matters in partnership with operations and R&D.

Commercial Contracts & Intellectual Property

- Oversee commercial contracts and licensing function, including customer agreements, supplier contracts, IP licensing, and distribution arrangements.
- Assess, update, and maintain the organization's policies and procedures, agreements with partners, and the compliance and risk strategy.

Employment & Labor Relations

- In collaboration with the head of HR, manage labor relations and employment compliance across a multi-site manufacturing workforce.

Data Privacy & Cybersecurity

- Collaborate with the CIO on data privacy and cybersecurity legal oversight, including compliance with applicable privacy laws and breach response protocols.

Team Leadership

- Lead and develop the internal legal team; manage outside counsel relationships as needed.
- Manage and inspire high performance from direct reports on the legal team.

Ideal Candidate Profile

J&J Snack Foods' General Counsel will be an experienced leader with the capabilities to create a world-class legal function within a $1.5B+ publicly traded company. This individual will be a person of the highest integrity and ethical standards who can blend wisdom, judgment, and experience to provide sound and proactive legal counsel to a values-driven CEO and executive leadership team on both short-term and long-term strategic goals.

The selected candidate will be personable and team-oriented, with a strong executive presence and the ability to gain immediate credibility with executive leadership and the Board of Directors. This individual will be a genuine strategic partner to the CEO, not a gatekeeper, but a trusted counselor who brings legal clarity to business decisions and has the confidence and humility to be a collaborative voice at the executive table.





- 15+ years of legal experience as in-house counsel or at a firm advising complex companies; JD from accredited law school.
- Substantive experience with the full range of legal matters facing a publicly traded company, including SEC reporting, M&A, IP, employment, environmental, and governance.
- Demonstrated deal experience, having led or co-led M&A transactions from diligence through integration.
- Background in consumer-packaged goods, multi-site manufacturing/distribution, or a similarly complex operating environment.
- Experience working inside or advising a publicly traded company, with a thorough understanding of the unique legal and regulatory requirements public companies face.
- Highest personal integrity; sound judgment to serve as a trusted counselor to the CEO, Board, and executive team.
- Strong executive presence; immediate credibility with C-suite peers, directors, investors, and customers.
- World-class communication and technical writing skills; ability to translate complex legal matters into clear business guidance.
- Deep familiarity with ISS (Institutional Shareholder Services) guidelines and their application to executive compensation, director elections, and corporate governance practices.
- Working knowledge of bankruptcy law; able to recognize exposure and engage outside counsel effectively, though not expected to carry the workload directly.



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