

Title: General Legal Counsel – Germany, Austria, Switzerland

Sub Region: DACH

Company Overview

People 2.0 is the leading provider of contingent workforce engagement solutions globally. People 2.0 was created with the idea of helping independent recruiters, staffing and recruiting firms, RPO's, MSP's and online staffing platforms create reoccurring contingent workforce revenue streams while allowing them to focus on their core competencies.

Position Overview

The General Legal Counsel provides strategic and procedural legal advice to the business, overseeing all legal, regulatory, contract and compliance matters for the sub-region. This position plays a critical role in the company's integration process across EMEA, striving to create excellence in sub-regional expertise. As this role develops, it will involve managing a team consisting of an Assistant General Counsel, and Legal and Compliance Managers and Assistants.

From an internal operational perspective, the General Counsel will ensure the business is operating compliantly from a sub-regional regulatory perspective and will be responsible for corporate labor-leasing registration applications and renewals, employer federation memberships, corporate governance, policies and procedures such as anti-corruption and bribery, anti-money laundering and anti-modern slavery, data protection, immigration and health and safety.

From an external operational perspective, this role will support the external facing departments such as Sales, Client Services and HR/Employee support, providing fast-paced advice on all areas of labor laws. It will be the go-to team in relation to all aspects of the sub regional knowledge required to support those teams, such as mandatory local requirements, termination processes, compensation and pay related enquiries, statutory obligations and benefits.

The General Counsel will lead the team in building and developing a detailed knowledge base, standard policies and procedures, and research and provide content for internal tools to assist the wider business gain a comprehensive understanding of the complexities of the rules relating to the international solutions that form the basis of the company's sales products. They will also provide support to the Solutions Implementations and Projects delivery teams to provide first class advice surrounding the planning and execution of new solution delivery to include incorporating and building new labour leasing entities in the sub-region as applicable.

Specific responsibilities include (but are not limited to):

- Responsible for the management of the Sub-Regional Legal, Contract and Compliance function
- Creates/maintains department policies, procedures and documentation relating to regulatory laws such as ant-corruption and bribery, whistleblowing, ant-modern slavery
- Has a good understanding of sub regional data protection rules
- Support audits from regional regulatory bodies, employer federations and carries out enterprise risk initiatives
- Works with the insurance and risk teams to ensure mandatory insurances are implemented
- Carries out/creates a bank of any business risk assessments, and creates third party due diligence and background check policies
- Works with the finance team to implement ant-fraud policies and procedures
- Supports the creation of an EMEA wide compliance calendar
- Responsible for the overseeing and management of labour leasing licences and corporate governance
- Monitors the changing regional regulatory environment and assesses and imparts the impact on the organization
- Acts in an advisory capacity to the internal and external business functions
- Is responsible for creating complaint contract templates, supports the regional Legal and Compliance function in drafting and negotiating in relation to all internal and external contracts and the global MSA
- Supported by the VP of Training, trains and educate internal staff on sub-regional legal, contract and regulatory matters
- Updating, maintaining and developing a full suite of multi-jurisdictional employment law know-how including the precedent system, checklists, termination processes and knowledge bank
- Continuously monitoring legal practices and legal developments, and legislative changes
- Chairing work group meetings and providing updates on current topics/significant changes in the law of relevance to the business and the sales product
- Supports the external HR and Sales teams with multi-jurisdictional salary calculation pro-formas
- Drafting blogs and white papers in relation to areas of interest for marketing
- Attend meetings with and support the external employee support team with difficult and challenging issues such as terminations and disciplinary issues
- Leads a research team to support the new solutions implementations team
- They lead educational training programmes for the business on areas of internal compliance, and support the Head of Human Resources EMEA in relation to local employment laws pertaining to internal staff and policies and procedures.

Education / Qualifications

- A qualified lawyer with minimum 5 years experience in labor and regulatory laws
- Experience managing a team of legal and compliance professionals
- In-depth understanding of rules surrounding labor leasing, temporary workers and employment law status across multiple jurisdictions
- Proven experience in drafting policies and procedures pertaining to regulatory issues
- Fluency in German and English essential, fluency in French desirable

Skills & Experience

- Excellent written, verbal and interpersonal communication skills,
- Strong leadership and influencing skills
- A confident approach, with the ability to provide clear direction to colleagues & stakeholders
- Gravitas to impart and explain compliance elements of contracts to business and clients
- Demonstrates an ability to prioritize a challenging workload and act with urgency, delivering to multiple, sometimes tight, deadlines
- A collaborative approach to working with a range of stakeholders across teams, divisions & locations
- Results driven, with a strong sense of accountability
- A proactive, self-motivated, organized approach, able to navigate and simplify complexity
- Strong decision-making skills and the ability to demonstrate sound judgement and ability to multi-task and move between distinct jurisdictional issues at pace
 - ...Possesses enthusiasm and aspires to work collaboratively with other sub-regional teams in a supportive environment