

Job Description

Do you want to be part of a dynamic regional legal team contributing to the world's most well loved toy brand? Are you a curious lawyer with a strong passion and expertise for both privacy and commercial matters with a business enabling approach? Bring your legal experience and potential to help shape the future of the LEGO Group!

No relocation assistance is offered for this position

Core Responsibilities:

- Support existing and new company initiatives online, in marketing and in other areas, where personal data is a key component in providing the consumers a better experience when engaging with the LEGO Group.
- Monitor the rapidly changing landscape of privacy (and related) legislation across APAC, and translate and assess business impact, from a legal perspective, in order to give feedback to the business.
- Stay attuned to global company initiatives aiming at building stronger connections to end consumers and children, and help in navigating local and regional obstacles to achieving goals and opportunities related to those initiatives for the APAC Market.
- Advise business areas in regards to local, regional and global aspects of processing of personal data, including clear guidance on what it takes for personal data to be anonymized, in close alignment with other legal colleagues in the global Privacy team and in the APAC Market.
- Conduct training on privacy issues, when needed.
- Support securing data privacy compliance in the APAC region, by executing on a planned strategy, in line with the Privacy office's global strategy.
- Engage with external counsel and consultants on key data privacy related projects, in coordination with the relevant LEGO legal teams and business clients.
- Support the regional APAC legal team with data privacy expertise on day to day issues.
- Support the APAC market senior lawyers in managing, drafting, reviewing and negotiating contracts and advising internal stakeholders on a variety of legal issues that arise in commercial transactions.

Play your part in our team succeeding

Data privacy is one of the fastest growing legal disciplines across the world. As part of the LEGO Group's ambition to build an even stronger relationship with children and consumers all over the world, data privacy compliance is a key component.

As part of the regional legal team, reporting to the Legal Director APAC, this role will focus on supporting privacy compliance for the LEGO Group's online and offline consumer engagement related priorities in the region, and will be instrumental in enabling the LEGO Group to meet its aspirations with a focus on compliance. In addition to the privacy work, this role will also be instrumental in supporting commercial contracts and contract management work for the APAC market region.

As there will be opportunities to interact and work together with the global Privacy Office located in Denmark, and the regional legal teams in other areas of the Business, as well as business activities in the APAC market region, this role will be expected to be a strong teammate within both the global and regional legal teams, to provide the best value-adding legal support to our relevant stakeholders, with strong business partnering skills and a global mindset.

Do you have what it takes?

- LLB or LLM Law degree from an established and reputable university is preferred
- Solid general legal background, with a minimum 6-8 years of relevant commercial legal and privacy experience in a reputable law firm and/or in-house.
- Transactional experience within the field of data privacy law and compliance, preferably working in the area of private consumer personal data.
- Experience with CCPA, CPRA, PDPA, PIPA, PIPL and other privacy (and biometrics) laws in APAC.
- Strong collaboration across time zones and legal teams, as well as strong verbal and written skills in English.
- Desire to work as a partner to the business with an aptitude to finding pragmatic solutions to challenges within the privacy field.
- Ability to understand and learn the core business ambitions and strategies, in order to be able to provide relevant data privacy guidance on a local, regional and global basis.
- Strong understanding of commercial laws and solid experience reviewing, drafting, negotiating and managing contracts.
- Must be able to work independently and as part of the APAC legal team.
- Must be able to contribute and work effectively within a diverse global organization.

Nice to have

- IAPP/CIPP or other privacy certifications
- Understanding of the core principles and limitations of processing children's personal data
- Experience with and great understanding of GDPR
- Experience with marketing legislation and principles, especially marketing to children and experience in the consumer goods sector and eCommerce
- Experience with project and/or program management in the privacy area
- Strong understanding of the digital world, including digital security requirements

What's in it for you?

Here are some of what to expect:

- Family Care Leave – We offer enhanced paid leave options for those important times.
- Insurances – All colleagues are covered by our life and disability insurance which provides protection and peace of mind.
- Wellness – We want you to be your best self, so you'll have access to the Headspace App and lots of wellbeing initiatives and programmes run by local teams where you are based.
- Colleague Discount – We know you'll love to build so from day 1 you will qualify for our generous colleague discount.
- Bonus – We do our best work to succeed together. When goals are reached and if eligible, you'll be rewarded through our bonus scheme.
- Your workplace – When you join the team you'll be assigned a primary workplace location i.e. one of our Offices, stores or factories. Our hybrid work policy means an average of 3 days per week in the office. The hiring team will discuss the policy and role eligibility with you during the recruitment process.

Children are our role models. Their curiosity, creativity and imagination inspire everything we do. We strive to create a diverse, dynamic and inclusive culture of play at the LEGO Group, where everyone feels safe, valued and they belong.

The LEGO Group is proud to be an equal opportunity employer. We are committed to equal employment opportunity and equal pay regardless of e.g. race, colour, religion, sex, national origin, sexual orientation, disability or gender identity.

The LEGO Group is fully committed to Children's Rights and Child Wellbeing across the globe. Candidates offered positions with high engagement with children are required to take part in Child Safeguarding Background Screening, as a condition of the offer.

Thank you for sharing our global commitment to Children's Rights.

Just imagine building your dream career.

Then make it real.

Join the LEGO® team today.