

Fidra Tech	Job Description	Ref No.: FTHR0X241225
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Job Title: Legal Counsel

Role Overview

The Legal Counsel is responsible for providing comprehensive legal advice and support across all areas of the company's operations, ensuring legal compliance, risk mitigation, and protection of the company's interests. This role serves as a trusted advisor to executive leadership, supporting strategic decisions, commercial activities, and corporate governance.

The Legal Counsel will oversee contracts, regulatory compliance, corporate matters, dispute management, and legal risk assessment, particularly within technology, IT services, software, and platform-based business models.

Key Responsibilities

Legal Advisory & Risk Management

- Provide timely and practical legal advice to executive leadership and business units on commercial, operational, and strategic matters.
- Identify legal risks and propose mitigation strategies aligned with business objectives.
- Support leadership in decision-making by assessing legal implications of new initiatives, partnerships, and expansions.
- Ensure the company operates within applicable laws and regulatory frameworks.

Contracts & Commercial Agreements

- Draft, review, negotiate, and manage a wide range of contracts, including:
 - Client and vendor agreements
 - Technology, software licensing, and SaaS agreements
 - Partnership, reseller, and distribution agreements
 - NDAs, MOUs, SLAs, and framework agreements
- Ensure contracts are legally sound, commercially balanced, and aligned with company policies.
- Maintain standardized contract templates and approval workflows.

Corporate Governance & Compliance

- Support corporate governance activities, including board resolutions, shareholder matters, and corporate filings.
 - Ensure compliance with local laws, regulations, and licensing requirements.
 - Advise on corporate structuring, subsidiaries, and cross-border operations.
 - Maintain internal legal policies, compliance frameworks, and documentation.
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Regulatory, Data & Technology Law

- Advise on laws related to IT services, software development, ecommerce, platforms, and digital businesses.
 - Support compliance with data protection, privacy, cybersecurity, and intellectual property regulations.
 - Work closely with technical and product teams to address legal considerations in product design and deployment.
 - Monitor regulatory developments that may impact the business.
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Dispute Management & External Counsel Coordination

- Manage legal disputes, claims, and potential litigation.
 - Coordinate with external legal advisors, law firms, and regulatory authorities as required.
 - Oversee legal budgets related to external counsel and ensure cost-effective legal support.
 - Support negotiations and settlements where applicable.
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Cross-Functional Collaboration

The Legal Counsel will work closely with:

- **Executive Leadership** – to support strategic decisions and risk management.
 - **Finance** – on contracts, compliance, and financial/legal exposure.
 - **HR** – on employment contracts, labor law compliance, and employee relations.
 - **Operations & Delivery Teams** – on client contracts and service obligations.
 - **Sales & Business Development** – on commercial terms, proposals, and negotiations.
 - **External Legal Advisors & Regulators** – for specialized advice and compliance matters.
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Key Performance Indicators (KPIs)

- Quality and timeliness of legal advice
 - Contract turnaround time and risk exposure reduction
 - Compliance with applicable laws and regulations
 - Effectiveness of legal risk mitigation
 - Dispute resolution outcomes and cost control
 - Stakeholder satisfaction with legal support
 - Accuracy and completeness of legal documentation
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Required Experience & Qualifications

Experience

- 6–10+ years of experience as a Legal Counsel, In-House Counsel, or Legal Advisor.
 - Experience within technology, IT services, software, platforms, or professional services environments is highly preferred.
 - Strong background in commercial contracts, corporate law, and regulatory compliance.
 - Experience supporting fast-growing or multi-entity organizations is a strong advantage.
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Professional Skills

- Strong analytical and problem-solving skills.
 - Excellent contract drafting and negotiation capabilities.
 - Ability to provide practical, business-oriented legal advice.
 - High level of integrity, discretion, and professionalism.
 - Strong communication skills with the ability to engage both legal and non-legal stakeholders.
 - Ability to manage multiple priorities in a fast-paced environment.
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Education

- Bachelor's degree in Law (LLB or equivalent).
 - Master's degree in Law (LLM) is an advantage.
 - Admission to a recognized bar or legal professional body is preferred.
 - Relevant certifications in corporate, commercial, or technology law are a plus.
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