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| **Job Title:** | **Head of Data Protection and Privacy** |
| **Location:** | **Paddington, London** |

This role sits within a fun, supportive and hard-working Commercial and Corporate Legal Team, who manage commercial, corporate, employment, data protection and intellectual property legal matters. This team is part of a larger Legal and Regulatory Division in Visa’s Europe region (including, competition, UK regulatory, EU regulatory specialists), which has consistently had some of the highest engagement scores and prides itself on a creative, collaborative, can-do approach.

The Commercial and Corporate Legal Team works at the cutting edge of new payment technologies, innovation and the fintech industry in an increasingly regulated environment.

The position is the lead role within Visa’s European data and privacy legal team, working to further develop Visa’s strategy, and to advise on and resolve legal issues relating to Visa’s uses of personal data.

**Key Accountabilities:**

* Lead Visa’s European data protection and privacy function, managing a dedicated team of data and privacy lawyers and professionals.
* Play a critical strategic role as part of Visa’s Global Privacy Office, in collaboration with Visa’s Chief Privacy Officer, who is based in Visa’s California headquarters.
* Lead the provision of strategic expert legal advice on data privacy advice for Visa in Europe on
  + development of new business lines and novel approaches to commercial data use by the business
  + legal and regulatory impacts of global movement of data on critical business initiatives and key projects such as Brexit
  + client and supplier agreements, business innovation and digital product initiatives (such as mobile payments and data products), product development, licensing arrangements, the development of template contracts, and other general commercial matters.
* To be Visa in Europe’s most senior subject matter expert (SME) for data protection in the context of the GDPR (a global impacting data regulation) and the increasing scrutiny of Visa’s various regulators (both across Europe and beyond) the :-
  + Key influencer to senior leadership within Legal and the business regarding the impact of data privacy regulation in Europe in the post GDPR global environment
  + keeping up to date with a number of identified areas of law and proactively horizon scanning and issue spotting for business impacts in the area of data privacy,
  + Take the lead on dealing with European data issues from early identification of potential issues, through to risk assessment and any reporting required to regulators and the Visa Europe Board;
  + anticipating all legal updates, reviewing and revising relevant policies and procedures, ensuring template material is updated where necessary and informing colleagues of the substantive changes.
* Responsible for providing high quality strategic a commercially focussed data privacy and compliance advice to colleagues at all levels within the business, including at senior levels (Executive and Board) :-.
  + Draft, review, negotiate and advise on a wide range of contracts relating to the matters above.
  + Provide legal advice in relation to acquisitions and strategic alliances, including legal due diligence, contract drafting and negotiations.
  + Identify data protection and other regulatory issues, and liaise when necessary with internal members of the Legal and Regulatory Division, and/or external counsel.
  + Identify the need for external legal advice and engage appropriate outside counsel on a range of legal issues across Visa’s European region. Management of outside counsel, including budgets.
  + Work with other Visa departments across the globe to ensure contracts and advice accurately reflects business needs and policies as they develop.
  + Responsible for management of day-to-day legal queries and business deals, taking the lead on all relevant legal activities.
  + Manage, develop and maintain relationships to facilitate the effective delivery of legal advice and assistance. Responsible for specific business partner relationships.
* Provide training, to identified business areas, on law, processes and policies.
* Proactively contribute to the Legal and Regulatory Division’s planning, cohesion, consistency in advice, and the general efficiency and effectiveness of the division as a whole.

**Essential Skills:**

* Qualified lawyer with previous experience in a commercial legal environment (ideally 7+ years PQE). We will consider candidates who have qualified in other jurisdictions.
* Demonstrable relevant experience at a recognised law firm and in-house environment.
* Strong academics and training, including legal drafting and negotiating, and relationship management.
* Excellent written and oral communication skills along with a demonstrated ability to collaborate with internal and external stakeholders.
* Ability to work in a team environment as well as on own initiative.
* Ability to prioritise and manage a varied and busy workload.
* Positive attitude, high level of integrity and intellectual curiosity.
* Fluent in English.

**Desirable Skills:**

* Previous experience of working within a technology and digital legal environment.
* Knowledge of fintech and payments industry (and applicable regulation).
* Previous experience of cross-border and multi-jurisdictional contracts.
* Additional European language.