



## Senior Privacy Lawyer, Data and Tech Regulatory

Ashurst's Risk & Compliance Department, Brisbane

### Recruitment

<b>About Ashurst</b>	<p>Ashurst is a leading progressive global law firm with a rich history spanning more than 200 years. We are proud of our history and are future-focused, having expanded into new technologies through our NewLaw division, Ashurst Advance, and our consulting arm. Our in-depth understanding of our clients and commitment to providing excellent standards of service have seen us become a trusted adviser to local and global corporates, financial institutions and governments in all areas of commercial law. To find out more please visit <a href="http://www.ashurst.com">www.ashurst.com</a>.</p>
<b>Department/Role overview</b>	<p>Ashurst's Data and Tech Regulatory team, sitting within the firm's Risk and Compliance function but closely aligned to the firm's CISO function, is tasked with advising the firm on its internal privacy and data regulatory requirements.</p> <p>This role will be focusing on developing the DTR team's presence and operations in the APAC region as well as supporting the UK-based Head of DTR with firm-wide strategic initiatives.</p> <p>You will be helping to drive the Risk &amp; Compliance objectives relating to data and tech to ensure compliance and to enable and support the successful delivery of the firm's digital transformation and data strategy underpinning the 2027 business plan.</p> <p>While based in Australia, this role is set in the context of a global international firm, with the aim to gain maturity in the data and tech space globally. A maturity which will serve to:</p> <ul style="list-style-type: none"><li>• better inform and strengthen key activities of the Risk &amp; Compliance Framework, and</li><li>• support design and delivery of key strategic projects (amongst others, digitalisation, maturity of our data foundations and delivery of the Ashurst Security and Privacy Strategy 2023 – 2025).</li></ul> <p>The Risk &amp; Compliance function is commercially minded and focuses on adding value to the business as well as the clients.</p> <p>The successful candidate will work collaboratively across functions to ensure the continued delivery of strategic objectives.</p>
<b>Main responsibilities</b>	<p><u>Supporting DTR team :</u></p> <ul style="list-style-type: none"><li>• Support the DTR team's development in the APAC region.</li></ul>

- Assist team members with queries, provide guidance on the resolution of difficult queries, spot-check analysis and debrief
- Manage priorities and meeting deadlines as well as providing clear direction to achieve outcomes
- Available outside of business hours to provide support when required

Risk and Control: Ensure that all activities and duties are carried out in full compliance with our regulatory requirements and internal policies.

Policies, procedures and processes:

- Support the DTR team with the review, gap analysis and remediation of the suite of data protection and privacy policies, procedures and processes, as appropriate
- Review and actively promote refinements in the design of all policies, processes and controls which ensure compliance with data subjects rights (incl. technical improvements in the management of DSARs)
- Actively participate in the design of policies, controls and mechanisms in relation to data classification, retention and destruction
- Analyze relevant data and technology related regulations (and reporting mechanisms therein), ensure pertinent adjustments in policies, procedures and processes as required
- Assist with incident response management
- Actively participate in the review and enhancements to our incidents, events and breach management process across the relevant functions globally. Working with Information Security and IT, ensuring that ISO standards are met for ISO27001 and leverage the work performed to contribute to achieving ISO31000 and 9100 certification

Modernising key processes:

- Regularly review and, where necessary, enhance the templates and management of DPIA, LIA, TIA and Privacy and Security by Design assessments to ensure timely reporting and controls across the firm
- Work with the relevant security, IT and architects team as well as within the data strategy workstream to refine our firm's mapping processes and ensure alignment with our ROPA

Corporate governance compliance:

- Ensure compliance with the obligations set out in our Intra-Group Transfer Agreement which governs the flow of data across our global firm
- Advise and ensure compliance with data sovereignty and data residency requirements from our clients
- Advise on any changes to the geographical footprint of the firm and compliance with the data, tech and IS legal and regulatory obligations

- Horizon scanning to identify any regulatory changes that may affect the firm, particularly in the APAC region.

Clients commitments, audits and firm's supply chain:

- Ensure that all input relating to data and tech are adequately inserted in clients commitments and RFPs
- Ensure that all input relating to supply chain obligations are complied with at onboarding, and in auditing activities
- Ensure client audits are successfully conducted and remediated in line with our obligations and the firm's strategic direction

Project work and cross-functional workstreams:

**Data security:** support all DTR Team's work with a data security nexus as directed by the Programme team.

**Data Management:** work with the firm's ASC team to test implementation of data management initiatives (e.g. consents) across our technology estate and geographical footprint, as required.

**Information and Data Governance:** supporting the Head of DTR to work collaboratively across legal and business services teams to raise and devise or refine information and data governance plans to drive and embed a data culture across people, processes and tech

**Data Strategy:** supporting the Head of DTR to work collaboratively with stakeholders to provide input in the relevant workstreams, advising and informing the relevant key stakeholders as directed

**Data architecture:** assist as required the relevant teams in new initiatives: new geographical offering, relocation to any systems, design or programme governance, with the view to ensure agile implementation and sound execution

**Digital transformation:** supporting the Head of DTR in ensuring that any work under the Digital Transformation strategic projects benefits from this team's recommendations, review risk assessments to enable delivery and successful change management

**Ashurst Advance and Ashurst Digital Ventures:** supporting the Head of DTR in ensuring data and tech reg support in our Ashurst Advance and Ashurst Digital Ventures offering and embedding privacy and security by design.

Training and raising awareness:

- Supporting the Head of DTR Team in seeking opportunities for regular and consistent engagement both within function and wider business:
- Raise awareness, champion and conduct meetings with partners and/or clients as well as other leaders in our business services functions in relation to data & tech regulatory requirements and their impact on the effective implementation and pursuit of our business strategy
- Raise awareness and educate on data and tech regulation, policy and procedure worldwide in a relevant and engaging manner: design, implement, improve and deliver training sessions to our wider business as required

	<ul style="list-style-type: none"> <li>• Develop and continually enhance a commercial understanding of the practice areas of the firm and relevant commercial strategy to assist in anticipating and devising mitigation plans for data and tech risk issues in compliance with regulations, clients requests and the firm's risk posture</li> </ul>
<b>Essential skills and experience</b>	<ul style="list-style-type: none"> <li>• Qualified lawyer or experienced privacy professional with at least 5 years' experience in data protection</li> <li>• Experience in designing and implementing data protection compliance programmes</li> <li>• Deep expertise in data privacy and corresponding information security issues faced by international businesses and sound experience in dealing with these issues at all level of the organization</li> <li>• Knowledge and/or interest in tech/IT/AI law</li> <li>• Experience in cross-border data transfers, particularly in the APAC region</li> <li>• Ability to explain complicated topics in a clear, articulate way, showing sound business acumen to the partnership, senior management or clients of the firm</li> <li>• Discrete and professional in handling sensitive, confidential situations</li> <li>• Strong interpersonal skills, able to liaise effectively at all levels across the firm and offices</li> <li>• Commitment to supporting the team as a global function and ability to strengthen those connections globally</li> <li>• Strong organisational and research skills and attention to detail</li> <li>• Ability to work efficiently, prioritise and meet deadlines</li> <li>• Flexible and able to adapt quickly and positively to new situations</li> </ul>
<b>Education and Requirements</b>	<ul style="list-style-type: none"> <li>• In depth knowledge of Privacy Act 1988 and knowledge or desire to learn about other privacy laws and regulations, notably UK and EU GDPR;</li> <li>• Expertise in data compliance and governance framework</li> <li>• Experience in data related enterprise risk and compliance issues</li> </ul>
<b>Background checks</b>	<p>In order to comply with regulatory and client requirements, Ashurst will undertake appropriate vetting of staff. When applicants accept a job offer, Ashurst, alongside a specialist provider, will undertake professional verification and background checks. These checks are only undertaken with consent, and in accordance with our legal and regulatory obligations.</p>