



Job Description | *Senior Legal Counsel – Commercial*

We are seeking a passionate Senior Legal Counsel to join our growing team.

1. ABOUT ELTEMATE

We are ELTEMATE – A Hogan Lovells Legal Tech Company. Our goal is to make customers' lives easier by delivering practical solutions to everyday problems. We combine a deep understanding of our customers' legal needs with the speed and innovation of a technology start-up. Our portfolio covers a large spectrum of legal tech solutions including artificial intelligence, eDiscovery, information analysis, regulatory updates, databases, deal rooms, workflow management, case management, document automation, risk assessment, reporting, and apps.

With our headquarters in Amsterdam and offices in Germany, the UK, Singapore, Brazil and the US, we are a truly global team of around 100 professionals. Our diverse and international workforce thrives on collaboration, creativity, and expertise.

If you're ready to make an impact in legal tech and work in an inspiring global setting, we'd like to hear from you.

2. ROLE DESCRIPTION

We are seeking an experienced and highly skilled Senior Legal Counsel to join the Legal and Compliance department to support our commercial transactions. The successful candidate will play a central role in structuring, drafting, reviewing, and negotiating a wide range of commercial B2B SaaS agreements, Master Services Agreements, Framework Agreements, Licensing Agreements, NDAs, and vendor procurement agreements. The Senior Legal Counsel will be a trusted advisor to the business, helping to drive strategic initiatives while ensuring legal and regulatory compliance. This is an excellent opportunity for an experienced professional who enjoys being part of an international team and is looking to further develop their skills in a fast-moving tech company.

3. DUTIES AND RESPONSIBILITIES

- Draft, review and negotiate SaaS agreements, framework agreements, vendor agreements, engagement letters, licensing agreements, non-disclosure agreements, partnership and distribution agreements.
- Provide practical, business-oriented advice on contractual terms and deal structures.

- Drive contract lifecycle management optimization and related workflow automation initiatives.
- Create, maintain and improve contract templates to promote consistency and efficiency.
- Work closely with developers to test and evaluate the quality of the output of ELTEMATE's legal tech tools from a legal perspective and provide feedback to improve functionality and user experience.
- Support the Legal and Compliance department in other legal matters as required, including corporate, intellectual property, employment, tax and data protection matters.

REQUIRED KNOWLEDGE, SKILLS AND EXPERIENCE

- A bachelor's and a master's degree in law.
- 6+ years hands-on experience in end-to-end contract lifecycle management including reviewing, drafting, negotiating and executing IT, SaaS, PaaS, IaaS contracts in a fast-paced, high-growth technology or software company.
- Strong track-record in handling a wide range of complex, cross-border B2B SaaS agreements.
- Ability to work independently, manage competing priorities effectively, and meet deadlines.
- A solid understanding of artificial intelligence, its development and practical applications.
- Experience addressing IP ownership, licensing, and protection in SaaS contracts.
- Hands-on, solutions-driven mindset with strong problem-solving skills, thriving in high-growth, fast-paced contexts and demonstrating proactivity in dynamic and ambiguous situations.
- Strong stakeholder-management skills and the ability to build trusted relationships across functions and jurisdictions with a collaborative approach.
- Solid understanding of EU digital regulatory frameworks, including NIS2, DORA, CRA, Data Act, and the AI Act.
- Fluency in English. Fluency in German or other languages is an advantage.

OTHER PREFERRED SKILLS

- Experience in negotiating AI-related contracts is highly desirable.
- Proficiency in dealing with legal tech solutions and the ability to leverage technology to improve workflows and operational efficiency.
- Experience in project management is an asset.
- Proven experience working in regulated industries, ideally with exposure to legal tech and AI.
- Familiarity with privacy and data protection regulations, such as GDPR, CCPA, HIPAA, ePrivacy Directive.

4. OTHER DETAILS

- Full-time role.

- Start date: Preferably immediately.
- Location: Preferably in Amsterdam (the Netherlands), or willing to relocate. Relocation costs are not covered by the company.
- Hybrid work model.
- Background screening is part of the hiring process.
- Compensation depends on qualifications and experience.

5. DISCLAIMER

ELTEMATE is an equal employment opportunity employer and does not discriminate against any employee or applicant for employment on the basis of race, color, religion, gender identity, national origin, age, disability, veteran status, marital status, sexual orientation, or any other characteristic protected by law.

If you are interested, please get in touch with us by sending your resume and motivation at giedre.galgauskaite@eltemate.com. We look forward to meeting you. Please note: We manage our recruitment in-house and do not work with agencies.