



Legal Counsel

This is a hybrid-based role, our offices are located in Little Island, Cork.

The role:

The Legal & Regulatory Affairs Department provides all the legal management and advice required to support the business, customers and team of Laya healthcare.

- To act as a legal counsel in support of the Head of Legal & Regulatory Affairs in the provision of business focused legal/regulatory advice and guidance as required.
- Provide advices to the business on all aspects of the GDPR and other data protection/privacy related matters.
- Provide advices to the business on the emerging and evolving data and digital legal landscape including DORA, the EU Accessibility Act, the Data Act, etc.
- Act as ambassador for the Laya brand and values at all times.
- Provide practical, commercially focused legal advice, guidance and support the legal function and the laya team in the delivery of the company strategy and vision.
- Research and evaluate different risk factors regarding business decisions and operations.
- Liaise with AXA Legal and other departments as required.
- Liaise with regulatory authorities as required.
- Communicate with and manage external counsel and costs as required.
- Track ongoing legal work.
- Research changes in legislation and industry best practices and work proactively to update contract templates and company policies accordingly.
- Provide legal training to the business on areas of expertise.
- Advise on commercial/corporate contracts.
- Advise on agreements generally.
- Review and advise on operational and strategic legal matters in relation to private medical insurance member policies and policy wording.
- Provide legal advice on a variety of matters including litigation, employment law, FSPO, consumer protection and company law.
- Assist and support other areas within the business including the Compliance, Procurement and Third-Party Risk Management functions.
- Ability to identify, assess and mitigate legal risk across the business. Ability to make decisions but to know when to seek further advices.

Eligibility:

- Law Degree/Diploma or equivalent required. Professional Qualification from Lay Society, Kings Inn or equivalent.
- 3-5+ years of similar experience post qualification in a legal firm or inhouse environment.
- Experience in advising on the GDPR and other data protection/privacy related matters required.
- Experience in digital legal landscape including DORA, the EU Accessibility Act, the Data Act, etc. desirable.
- Commercial contracts drafting and review experience desirable.
- Excellent communication skills, negotiations skills, strong attention to detail and a commercial mind-set. Demonstrated ability to prioritise workload in a fast-paced, changing environment. Ability to work on own initiative but also as a team.

To apply for this role, please email recruitment@layahealthcare.ie with a copy of you CV and a cover letter and quote the job title in the subject line of your email.

At laya healthcare we value diversity and recognise the benefits it can bring to our team and our customer interactions. We celebrate difference and want our people to be representative of all communities.

If you require reasonable accommodation for any part of the application process, please let us know

Laya Healthcare Limited, trading as Laya Healthcare and Laya Life, is regulated by the Central Bank of Ireland. You will receive practical and financial support to achieve the Minimum Competency Qualification in Insurance which is a requirement in this role.

It has been and will continue to be the policy of Laya Healthcare to be an Equal Opportunity Employer. We provide equal opportunity to all qualified individuals regardless of race, religion, age, gender, gender expression, national and ethnic origin, membership of the travelling community, marital and family status, disability or any other legally protected categories.

At Laya Healthcare, we believe that diversity and inclusion are critical to our future and our mission – creating a foundation for a creative workplace that leads to innovation, growth, and profitability. Through a wide variety of programs and initiatives, we invest in each team member, seeking to ensure that our people are not only respected as individuals, but also truly valued for their unique perspectives.