



# In-House Law Specialist

## Law Generalist

The law specialist keeps up to date regarding changes and developments in legislation. He/she must be competent in all the areas required by his/her position:

- o company law ;
- o labour law ;
- o tax law ;
- o contracts ;
- o litigation management ;
- o insurance ;
- o real estate.

The activity may involve a variety of different areas:

- o international issues, European market;
- o protection of industrial and intellectual property;
- o marketing and consumption;
- o financial products and banking;
- o information technology and new technologies of communication;
- o environment.

## Corporate consultant

The law specialist advises various departments and organizes training courses for the staff according to their needs. He/she plays the role of an assistant or consultant for general management and the operational managers (sales, engineers) for the setting up of contracts or projects. He/she may co-ordinate legal files if they have been given to external law firms or to lawyers in the case of litigations or penal issues.

## Major role for the strategy of the company

As a law specialist, the in-house expert is involved in all major commercial, financial and technical decisions. If he/she deals mainly with litigation and checks the compliance of contracts, he/she is more and more involved in negotiations with customers and partners.

His/her role implies evaluating the risks of the company's operations and developing the most beneficial steps for the company regarding the legal framework.

He/she may accompany the decision makers to external meetings in order to discuss the terms of an agreement. In an environment of keen competition and internationalization of the business, the law specialist has taken on a major role for the strategy of the company.

## CONDITIONS OF WORK

### Company Employee

As opposed to a lawyer, who generally deals with his/her own clients, the law specialist is a salaried employee of the company. The in-house expert often works for large organizations or multinationals. He/she often reports to legal management or to one of the following management teams: human resources, finance, ...

He/she rarely works for SMEs, who generally go through law firms or other external providers of legal services.

## REQUIRED QUALITIES

### Analyze and communication

Apart from a solid legal background, the in-house law specialist needs to speak English fluently, if not also a second foreign language. As a matter of fact, the opening of the European market and the globalization of the business offer the opportunity to have more and more contacts with partners abroad.

A capacity to analyze and sum up, rigour, good negotiation and interpersonal skills are the personal qualities needed to fill this position.

Then a certain availability or mobility may be required, as partners may be located in France and abroad.

Finally, writing skills, team spirit, ambition, reactivity and open-mindedness are essential assets for this position as a developer of legal solutions.