

Legal Counsel

Brøndby IF ("Club") is seeking to hire a Legal Counsel, who will play a central part in developing the Club's legal processes, infrastructure and compliance systems, as well as further support the overall growth of the Club.

Brøndby IF is one of Denmark's most successful companies within the sports, events, and entertainment industry. Being among the most high-profile companies in Denmark, Brøndby IF operates under significant public and stakeholder attention.

The Club operates under a broad and dynamic regulatory landscape ranging from being a company operating in Denmark and listed on Nasdaq Copenhagen, to being subject to a complex system of various laws and regulations in the football industry.

Over the past several years, Brøndby IF has focused on developing its operating environment to the highest professional industry standards. In order to continue this professional trajectory, the Club seeks additional legal competencies through the hiring of an in-house Legal Counsel.

The Legal Counsel will serve as trusted advisor to senior management and collaborate closely with colleagues across the Club organization. The Legal Counsel has responsibility for relationships with the Club's external legal partners and will also interact with various other sporting and business stakeholders and partners. The Legal Counsel will report to the Chief Financial Officer.

Key Responsibilities:

- Proactively identify significant legal risks from changes in the Club's business operations, football industry, and regulatory landscape.
- Identify significant legal risks in the Club's value streams along with the other stakeholders, owners and participants in the value stream.
- Support and advise on such identified legal risks in the Club's value streams and cooperate with colleagues to mitigate identified legal risks while simultaneously increasing profitability.
- Support and advise on legal aspects in football and commercial contract negotiations.
- Draft contracts through involvement in the contract process with Club's counterpart. This includes transfer contracts with other football clubs as well as commercial customer, partner, provider and vendor contracts.
- Advise colleagues in negotiations with the aim of improving the outcome for all parties in the transaction.
- Support continued productivity improvements in work processes through standard contract templates, utilization of technology and optimization of the workflow.
- Participate in relevant national and international committees/working groups for the greater good of football development as seen through the eyes of Brøndby IF.
- Lead and actively contribute to the preparation process for Club's annual general assembly.
- Provide advice and draft communications in compliance with regulations for publicly listed companies.
- Perform various Club secretary functions such as advise and report on corporate governance, draft minutes from board meetings and general assembly, maintain company insider list and owner registries.
- Advise on the legal aspects concerning both sport and commercial decisions and sanctions issued by Danish Football Disciplinary Instance.
- Participate with colleagues in the process concerning violations of the stadium regulations, the management of the fan quarantine register, and collection efforts on outstanding debt.
- Other duties, responsibilities and various ad hoc projects as assigned by Executive Management.

Your Profile:

- Solid background with minimum 4 years in a legal role as lawyer in law firm or as in-house legal counsel.
- Experience with the football industry is viewed as a plus, but not mandatory.

- Experience with all laws and regulations Brøndby is subject to is not expected but the candidate must be able to advise on all matters on a conceptual level and the ability to deepen her/his understanding of a specific legal framework.
- Digital savvy and understands the need to utilize technology including AI to continually improve productivity and quality in the work process.
- Relevant educational background such as master's degree in law (Cand.jur.) from a recognized institution.
- Hands-on role requiring active participation and in-office onsite presence.
- High ethical standards and flexible on working hours.
- Positive and proactive mindset with excellent problem-solving skills and a passion for continuous improvement and learning.
- Ability to thrive in a dynamic, fast-paced environment.
- Fluent in Danish and English, both written and spoken.

Success criteria:

- Positively contributes to the financial performance of the Club through the work with legal aspects in the revenue streams and business processes. Legal Counsel must weigh the consequences of legal risks in terms of likelihood and materiality, while also at the same time understanding how mitigation of the legal risk improves Brøndby IF's offerings to its various constituents.
- Striking the right balance between legal risk, commercial risk and operational risk in negotiations and in process design. Especially concerning contract negotiations, the Legal Counsel must exhibit important participation that supports progress and does not delay the process.
- Proactively assesses impact from regulatory and business operation changes in order to successfully navigate the company through such challenges.
- Own the strategic agenda on legal areas and act as a trusted sparring partner to senior management.
- Continuously improve legal aspects in processes, focusing on eliminating inefficiencies and waste.
- Positively influence team and organizational performance through constructive criticism and personal excellence.

Brøndby IF offers an exciting position with a broad interface across the entire organization and great opportunities for personal and professional development. You will play an important role taking Brøndby IF to the next level.

We believe in mutual flexibility regarding working hours and location. Salary based on qualifications. Salary structure is base salary + company pension scheme. The position is expected to involve limited travel, though this may evolve over time as the role develops.

Application Process:

Apply with your CV. We review applications and conduct interviews on an ongoing basis, so we encourage you to apply as soon as possible.