

AzurBio Pharma is a pharmaceutical company specializing in rare diseases and innovative therapies. We are committed to providing life-changing solutions for patients in Europe, while upholding the highest standards in operational excellence and compliance.

Join Our Team as: **Legal Counsel and Compliance Officer**

This key role ensures that all company operations comply with regulatory and legal requirements while supporting our ambitious growth plans. It also emphasizes a strong focus on ethics and risk management, as well as ensuring compliance with long-term business objectives.

The ideal candidate will have extensive expertise in healthcare law and international business law, providing legal guidance and overseeing the company's compliance programs.

**Key Responsibilities:**

- Develop and implement compliance policies and procedures in accordance with local and international regulations, particularly those relevant to the healthcare sector, including anti-bribery laws, conflict-of-interest transparency, and GDPR.
- Conduct regular compliance audits and risk assessments to ensure ongoing adherence to regulations and manage company-wide ethical standards.
- Oversee the drafting and negotiation of complex contracts such as partnership agreements, collaboration agreements, and Quality Technical Agreements (QTAs).
- Provide legal advice on regulatory matters and participate in various advisory activities with clients.
- Train and guide internal teams on best practices for regulatory compliance.
- Play a strategic role in shaping the legal framework of the company, ensuring that legal and compliance efforts align with long-term business objectives.

**Candidate Profile:**

- Legal professional with a specialization in international business law or healthcare law.
- Minimum of 10 years of experience in a similar role within the pharmaceutical industry.
- Strong knowledge of healthcare sector regulations.
- Expertise in negotiating and drafting clear and effective contracts, leading audits, and interpreting regulations practically.
- Experience in ethics and risk management, with the ability to apply ethical considerations to business and compliance strategies.
- Excellent communication and interpersonal skills.
- Strong listening skills, agility, analytical thinking, and a collaborative mindset, allowing for seamless interaction within a dynamic, human-sized company.
- Proficient in IT tools and fluent in both written and spoken English.

**Why Join AzurBio Pharma?**

- Exciting opportunity to manage a variety of diverse projects and challenges simultaneously.
- A dynamic and stimulating work environment.
- Competitive salary package and opportunities for professional development and training.
- Be part of innovative, impactful projects.
- Play a leading role in establishing the legal organization, working closely with the executive team.

Full-time, permanent position based in Paris or Sophia-Antipolis, with flexible working arrangements (flexible hours and remote working options).

Interested candidates are invited to send their applications to [RH@azurbio-pharma.com](mailto:RH@azurbio-pharma.com)