

## Job Description

Job Title	Legal Counsel, FUJIFILM Diosynth Biotechnologies Europe (FDB).
Job Holder	
Reports To	Regional Counsel and Compliance Officer, FDB Europe.
Location	Billingham
Date	October 2019
Grade	Subject to job evaluation

### Job Purpose

To provide legal and compliance advice and support in relation to a range of matters affecting the FUJIFILM Diosynth Biotechnologies Europe (FDB) businesses (currently located in the UK (FDBK) and Denmark (FDBD)) and support to FDB Europe's Regional Counsel and Compliance Officer.

### Dimensions

Combined Network Turnover (for FY19 annualised):	462mUSD	For reference in the same period: <ul style="list-style-type: none"> <li>FDB combined group turnover is 682mUSD</li> <li>FF Europe combine turnover is 1075mUSD (not including FDB)</li> </ul>
Number of contracts per year (predicted as for FY 2019):	950	Note: this is a conservative annualised estimate based on actual FDBK numbers in Q4FY18 and Q1FY19
Number of employees in compliance network as at 1 August 2019:	1481	For reference: <ul style="list-style-type: none"> <li>FDB combined group has 2204 employees</li> <li>FF Europe combined has 3300 employees excluding FDB employees</li> <li>FDB = 31% of FF Europe</li> </ul>

### Principal Accountabilities

**Commercial and Programme Management support:** Legal counsel will be able to (i) lead the legal review, drafting and negotiation of all types of commercial agreements (for example master services agreements; scopes of work; supply agreements; IP licences and CDAs) including those relating to strategic and high profile customer collaborations (ii) work with FDB's patent agent on matters of IP; and (iii) identify and advise on associated commercial and Quality issues arising out of commercial agreements; in each case identifying the need for assistance from, and managing, expert assistance when required. Legal counsel will be able to act independently with escalation of issues to FDB Europe Regional Counsel and Compliance Officer, and senior management when required.

**Management briefing:** Legal Counsel will be able to brief, and advise, senior management on legal issues.

**Precedent documentation:** Legal Counsel will assist in the maintenance/growth of a bank of precedent legal documents for use in the business and be able to provide training to the business on use of those documents.

**Compliance:** Legal Counsel will assist FDB Europe Regional Counsel and Compliance Officer with compliance issues and roll out of compliance policy and training.

**Policy and Guidance:** Legal Counsel will assist FDB Europe Regional Counsel and Compliance Officer. with the implementation of business policies and guidance; legal projects and roll out of associated legal training/mentoring to the business.

**Ancillary legal support:** Legal Counsel will provide support to business functions such as HR and EHS including identifying the need for assistance from, and managing, expert assistance when required.

**FDB Affiliates:** Legal Counsel will be able to work with US/European FUJIFILM Legal Department and Compliance Team colleagues supporting FDB Europe’s sister companies to help achieve the FDB group corporate objectives.

**Know-how:** Legal Counsel will have current knowledge of English law and relevant legal practice (including the ability to identify potential issues in other legal jurisdictions); be able to interpret new and revised English legislation and provide appropriate and accessible guidance

**Competencies:**

**Level:** Core

**Assessed:**

1. Business Standards and Integrity
2. Analytical Thinking
3. Achievement and Results Orientation
4. Relationship Building
5. Planning



**Special Features**

Legal Counsel is required to develop an intimate and detailed knowledge of the Fujifilm Diosynth Biotechnologies Group business practices, processes and commercial drivers in order to effect maximal legal advice.

Legal Counsel must be able to act with autonomy; with objectivity and independence at all times. Legal Counsel is required to balance legal advice against complex pressures which include successful completion of contractual negotiation, protecting and maximising the interests of FDB Europe whilst working with counterparts at client organisations charged with securing similar objectives for their own businesses.

Expert and specialist knowledge is required of CMO legal practices.

Specialist knowledge of areas of compliance is desirable (for example GDPR).

Good interpersonal, relationship-building and influencing skills are required across a complex matrix organisation and across client organisations, not all of whom have internal legal counsel of similar levels of understanding.

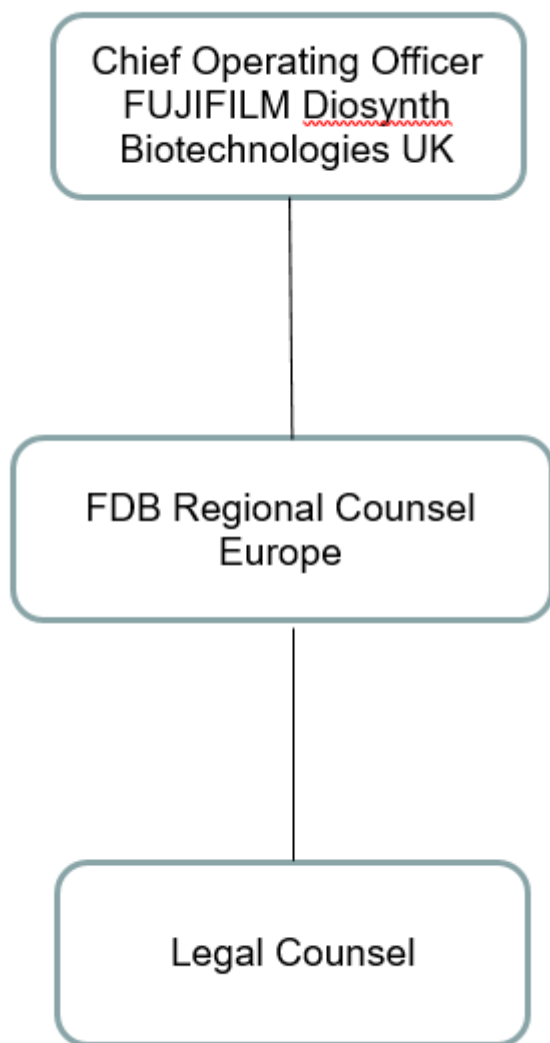
In seeking solutions which support FDB Europe's objectives, the jobholder is required to be practical and strategic as well as an analytical thinker, able to influence FDB Europe management.

An ability to travel to support face to face meetings and negotiations is required.

Solicitor, barrister or graduate of an accredited law school and admission to a state bar.

Minimum 3 years post qualification experience.

**Organisation Chart**



**Signatures**

Job Holder: ..... Date: .....



Manager: ..... Date: .....