

Legal & Compliance Manager, JPAC

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Company: Galderma

Location: Bangkok

Category: other-general

With a unique legacy in dermatology as well as decades of cutting-edge innovation, Galderma is the pure-play dermatology category leader, present in approximately 90 countries. We deliver an innovative, science-based portfolio of premium flagship brands and services that spans the full spectrum of the fast-growing dermatology market through Injectable Aesthetics, Dermo-cosmetics, and Therapeutic Dermatology. Since our foundation in 1981, we have dedicated our focus and passion to the human body's largest organ – the skin – meeting individual consumer and patient needs with superior outcomes in partnership with healthcare professionals. Because we understand that the skin we're in shapes our lives, we are advancing dermatology for every skin story.

We look for people who focus on getting results, embrace learning and bring a positive energy. They must combine initiative with a sense of teamwork and collaboration. Above all, they must be passionate about doing something meaningful for consumers, patients, and the healthcare professionals we serve every day. We aim to empower each employee and promote their personal growth while ensuring business needs are met now and into the future. Across our company, we embrace diversity and respect the dignity, privacy, and personal rights of every employee.

At Galderma, we actively give our teams reasons to believe in our bold ambition to become the leading dermatology company in the world. With us, you have the ultimate opportunity to gain new and challenging work experiences and create an unparalleled, direct impact.

Role:

Being part of the Regional Legal and Compliance function in JPAC, the Legal and Compliance Manager is responsible for providing legal and healthcare compliance support for Galderma's affiliates in Asia Pacific (excluding Greater China, India Cluster and ANZ).

Key Responsibilities:

Draft, review, negotiate and manage a variety of commercial agreements, including but not limited to distribution agreements, service/consulting contracts, and agreements with healthcare professionals and healthcare organisations

Offer advice and support on issues pertinent to the pharmaceutical, medical device and consumer industry, ensuring compliance with applicable laws, regulations, and industry standards

Identify legal and compliance risks and proactively implement strategies to mitigate these risks, providing solutions that align with business objectives while maintaining legal and ethical standards

Work closely with cross-functional teams, including sales, marketing, medical, regulatory, quality, finance, HR, product supply, to provide legal guidance and support on various projects and initiatives

Coordinate and support together with Galderma's global teams, the provision of advice on intellectual property, data privacy and corporate secretarial matters

Research, analyse, and interpret proposed and existing laws, statutes, regulations, and emerging legal and healthcare compliance matters, practices and issues relevant to the legal and healthcare compliance environment

Support the implementation of Galderma's global programs, including compliance, risk management and monitoring strategies, plans, objectives and metrics. This includes, but is not limited to, assisting local compliance liaisons responsible for implementation of global and local Anti-Bribery and Corruption policies and the Healthcare Professionals Compliance Program and associated initiatives including the Galderma Code on Interactions with Healthcare Professionals and Galderma Code of Ethics

Support continuous improvement of internal practices consistent with the wider legal and healthcare compliance environment within Galderma globally

Train on emerging legal and compliance developments, including industry standards, policies and procedures etc.

Assist with investigations and legal disputes, collaborating with external counsel when necessary, to achieve timely and favourable resolutions

Qualifications and Skills:

Bachelor's degree in Law (LL.B or equivalent)

5 - 10 years of PQE in a reputable law firm or in-house legal department, preferably with experience in the healthcare/lifesciences industry

Experience in negotiating and drafting commercial agreements

Excellent communication, negotiation, and problem-solving skills

Self motivated with cultural sensitivity and ability to thrive in a fast-paced, high-growth environment while managing multiple priorities effectively

Ability to establish effective working relationships with personnel at all organizational levels and contribute to a team

Location:

Malaysia, Thailand or Philippines

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