



Group General Counsel (f/m/d)

for the site Starnberg (Percha), Germany

Would you like to make a valuable contribution to the health of patients? And do something really meaningful on your own responsibility? Then we look forward to hearing from you! Excellence beyond manufacturing - that's what we stand for as Aenova, one of the world's leading contract manufacturers and developers for the pharmaceutical industry with 4,000 employees at 15 sites. Our site in Starnberg is the headquarters of the Aenova Group.

Your key responsibilities

The Company seeks a Group General Counsel with overall responsibility for the company's legal affairs, corporate governance and compliance. The General Counsel serves as a trusted advisor to the senior management and board and with a team of 10 colleagues supports the business group-wide in contract discussions with customers and suppliers, litigations, corporate affairs and other legal matters; he/she also oversees compliance. The GC reports to the Chief Financial Officer and is based at the company's head office in Starnberg near Munich.

More specifically, responsibilities include:

- Act as business partner and advisor to Executive Leadership Team on corporate, commercial, contractual, regulatory, and strategic matters incl. growth projects and corporate initiatives
- Manage external legal counsel, and support M&A, strategic partnerships, licensing transactions, and dispute resolution
- Oversee the negotiation, drafting, and management of complex international agreements, including manufacturing, development, technology transfer, supply, procurement, real estate, IP, licensing, quality agreements
- Lead corporate governance activities
- Ensure a commercially balanced, risk-orientated, and legally sound contract management framework across the organization
- Ensure adherence to applicable laws, regulations, and industry standards. Oversee compliance programs covering anti-corruption, antitrust, data privacy (GDPR), export controls, sanctions, business ethics, whistleblower systems
- Identify, assess and mitigate legal, compliance, and regulatory risks
- Develop a high-performing legal team

Your profile

- Minimum 15 years' experience as senior corporate lawyer, thereof at least 5 years as general counsel for a company of comparable scale and complexity and 5 years in a leading international law firm
- Fully qualified German lawyer, specialisation in corporate / commercial law
- Experience in pharma, healthcare, medtech or similar industries, ideally prior exposure to contract manufacturing in GxP environment
- Commercially-minded, pragmatic, entrepreneurial, hands-on whilst being legally sound, structured and analytical
- Results-driven, high-energy individual, setting high standards
- Impeccable integrity and strong values
- Able to build trusted relationships internally and externally
- Strong negotiation and communication skills with the ability to manage multiple stakeholders
- Good understanding of modern technology incl. Generative AI

- Track record in attracting, developing, motivating, and retaining talent
- Proficient in English and German

Our hybrid model: 3 days on-site at our Starnberg office and 2 days remote (flexible)

Your motivation

Are you looking for new challenges in a highly competitive environment? And you want to tackle them creatively and on your own responsibility? Do you prefer a "get-it-done" culture and think in terms of solutions rather than problems? What are you waiting for? We would be happy to explain our corporate benefits in a personal conversation!

Apply now

If you have any questions, I - Marius Kraus / Human Resources - will be happy to help you: [+49 170 7454761](tel:+491707454761)

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