Legal Counsel

Gubra is a science-enabled biotech company advancing peptide-based drug discovery, development and preclinical research, driven by impact for patients, planet and people. If you are a pragmatic, collaborative lawyer who wants to use your legal expertise to help us succeed in a fast-paced fun environment, you will thrive with us.

The opportunity

As Gubra continues to grow, so does the breadth and complexity of the legal and compliance matters supporting our business. We are therefore looking for a Legal Counsel to join our Legal team and work across Gubra's CRO Services, Biotech, Ventures and group functions.

Gubra operates at the intersection of scientific research, drug discovery and development, and commercial partnerships. Our activities span Biotech, Ventures and Business Development, Gubra Green, CRO Services, enabled by specialist corporate functions, in an entrepreneurial environment of around 330 employees.

Reporting to the **Group General Counsel**, you will have a broad role spanning commercial contracting, healthcare compliance, corporate governance and general legal advice. You will work closely with colleagues across the organization, translating legal requirements into pragmatic solutions that enable the business to move forward while managing risk appropriately.

This is a hands-on role for someone who enjoys combining sound legal judgement with a practical understanding of how a growing life sciences business operates.

Your role

You will act as a trusted legal partner to the business, with a particular focus on supporting Gubra's CRO Services, and Biotech discovery and development activities.

A significant part of the role will involve contracts. You will help simplify and strengthen the way we contract, including taking a leading role in templates, reviews and legal contracting support for CRO Services. You will also draft, review and negotiate agreements across Biotech and our group functions.

Beyond contracting, you will advise colleagues on a broad range of legal and compliance matters across the product lifecycle and help our functions build legal and compliance by design into their processes from the outset.

You will work across professional disciplines and therefore need to understand both the legal or compliance issue at hand and the commercial, scientific or operational context around it.

How you will create impact

- Lead legal drafting, review and negotiation as primary contracting support for our CRO Services business, including the development and maintenance of practical contract templates, playbooks and review processes and related legal technology opportunities.
- Draft, review and negotiate a broad range of commercial agreements, including vendor, clinical trial, CRO/CDMO, IT, intercompany, confidentiality and consultancy agreements.
- Advise on legal and healthcare compliance matters across the biotech discovery and development lifecycle, including anti-bribery and corruption, advertising and promotion, development and regulatory matters, privacy and data protection, exclusivity and product liability.
- Partner with group functions to support the group leads to embed compliance into their activities and ways of working, including matters related to websites and digital channels, AI, cyber and information security, data protection, labour and employment, health and safety, equity incentive programms, tax and immigration, property,

environment and other ESG requirements.
- Support public-company corporate governance and affiliate management, including corporate filings, Board and affiliate activities, whistleblower arrangements, disclosure requirements and insider-trading processes.
- Help develop, implement and continuously improve legal and compliance policies, communications and training programmes.
- Support the implementation and effective use of legal and compliance technology, with a focus on simplifying processes, improving visibility and increasing efficiency.
- Monitor relevant changes in laws and regulations, assess their potential impact on Gubra and help translate new requirements into practical actions across the business.
- Work closely with colleagues across the Gubra functions on matters requiring cross-functional legal input.

Your profile

We are looking for a collaborative and commercially minded risk focused lawyer who combines strong legal fundamentals with curiosity, sound judgement and a pragmatic approach to help the business act responsibly. You are comfortable working independently, and equally comfortable involving colleagues or escalating issues when the circumstances call for it.

We expect that you bring:

- Approximately 3–5 years of post-qualification legal experience, including at least 2 years of in-house experience within the pharmaceutical, medical device or biotech industry.
- Strong experience drafting, reviewing and negotiating contracts across all business areas, including agreements relevant to pharmaceutical development, biotech or CRO activities.
- A passion for helping build solutions to the business deliver in the right way and balanced risk tolerance and assessment.
- A good understanding of the legal and compliance environment applicable to life sciences companies and an ability to apply that knowledge pragmatically.
- Experience advising internal stakeholders and translating complex legal requirements into clear and actionable guidance.
- The ability to manage and deliver competing priorities, a varied workload in a fast paced environment and move comfortably between detailed contract work and broader legal, compliance and governance questions.
- A university degree in Law. Admission to the bar or equivalent qualification to practise law is an advantage.
- Ability to draft in English and Danish. Strong written and spoken Danish and English.

It is an advantage if you also bring:

- Experience advising CRO, drug discovery or drug-development contracting and related activities.
- Exposure to healthcare compliance, clinical development or pharmaceutical regulatory matters.
- Exposure to public-company governance and compliance.
- Experience implementing legal operations, contract-management or compliance technology.
- Experience working across jurisdictions in an international organisation.

Personal qualities:

- **Pragmatic and commercially minded.** You look for solutions that enable Gubra to embrace opportunity and to protect Gubra, while allowing the business to progress and execute in the right way.
- **Curious and comfortable with complexity.** You are interested in understanding the

science, business and operational context behind a legal and compliance question.
- **Collaborative and approachable.** You build trusted relationships and enjoy working with colleagues from different professional backgrounds.
- **Confident in your judgement.** You can challenge constructively, explain your reasoning clearly and know when an issue needs to be escalated.
- **Hands-on and accountable.** You take ownership, manage priorities effectively and follow matters through to completion.
- **Clear and concise communicator.** You can see patterns and turn complex issues legislation and legal analysis into practical advice that non-lawyers can understand and act on.

About Gubra

Gubra is a disease-agnostic techbio company specialised in peptide-based drug discovery and development, ventures and business development and preclinical contract research services. Our activities are focused on the early stages of discovery and drug development and organised around highly synergistic business areas: Biotech, Ventures and Business Development, CRO Services, Gubra Green and Group Functions.
Our therapeutic focus includes metabolic and fibrotic diseases, while our capabilities span areas such as in vivo pharmacology, ex vivo assays, drug profiling, histology, imaging and advanced transcriptomics. Gubra's ML/AI-driven peptide drug discovery platform, streaMLine™, supports the rapid development of peptide hits towards nonclinical candidates.
Our team consists of around 330 employees, many located in Hørsholm, Denmark and others in the US, Europe, UK and Switzerland. Our working environment combines different cultures and educational backgrounds with entrepreneurial drive, scientific curiosity and teamwork.