

VP Legal - Employment - Arabic Speaker

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Company: Michael Page

Location: United Arab Emirates

Category: other-general

The Role

As VP of Legal Employment, you will play a crucial role in providing strategic legal counsel and guidance on all matters related to corporate employment law within the GCC region. This position requires a seasoned legal professional with a strong background in both legal advisory and managerial responsibilities. Client Details Major government-owned entity with international presence. Description

- Provide expert legal advice and counsel to senior management and stakeholders on all corporate employment law matters, ensuring compliance with relevant regulations and best practices.
- Lead and oversee large-scale workforce restructuring initiatives, including developing strategies, conducting risk assessments, and implementing effective solutions to meet business objectives.
- Manage and coordinate legal proceedings related to employment disputes, including volume litigation strategies and alternative dispute resolution methods.
- Conduct thorough investigations into workplace misconduct, discrimination, harassment, and other employment-related issues, ensuring fair and consistent outcomes.
- Collaborate with internal stakeholders, including HR, Finance, and Operations, to develop and implement policies, procedures, and training programs to mitigate legal risks and promote a positive work environment.
- Stay abreast of legislative changes, industry trends, and emerging issues in employment law within the GCC region, providing proactive guidance and recommendations to mitigate potential risks.
- Build and maintain strong relationships with external legal counsel, regulatory authorities, and industry associations to ensure effective representation and advocacy on behalf of the company.
- Mentor and develop junior members of the legal team, fostering a culture of

continuous learning, professional growth, and excellence. Job Offer • Opportunity play a strategic role in the legal team of one of the UAE's largest employers.

Requirements

- Minimum of 12 years of post-qualification experience in corporate employment law, with at least 2 years in a managerial role.
- Must be fluent Arabic speaker.
- Juris Doctor (JD) or equivalent degree from an accredited law school. Additional certifications or qualifications in employment law are highly desirable.
- Previous experience working in the GCC region with a thorough understanding of local labour laws and regulations.
- Demonstrated expertise in large-scale workforce restructuring and strategies, including experience with mergers, acquisitions, and organisational reorganisations.
- Proven track record of managing complex employment litigation, including class actions and multi-jurisdictional disputes.
- Strong analytical and problem-solving skills, with the ability to effectively assess risks, develop creative solutions, and drive results.
- Excellent communication and interpersonal skills, with the ability to influence and collaborate effectively with stakeholders at all levels of the organisation.
- Ability to work independently, prioritise workload, and manage multiple projects simultaneously in a fast-paced environment.

About the company

Michael Page is one of the world's leading professional recruitment consultancies, specializing in the placement of candidates in permanent, contract, temporary and interim positions with clients around the world. The Group has operations in the UK, Continental Europe, Asia-Pacific and the Americas. In the Middle East we focus on the areas of: Finance & Accounting Banking & Financial Services Procurement Property & Construction Engineering & Supply Chain Oil & Gas Technical and Engineering Human Resources Sales Marketing Technology Secretarial Executive Search Legal The Group operates through 161 offices in 33 countries and employs over 5,000 employees worldwide.

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