

JOB DESCRIPTION

Division/Department:	Enablers/Legal		
Job Location:	Bangalore		
Working Arrangement:	Work From Office		
Visa Status:	N/A	Title:	Senior Legal Counsel
Level/Grade	L2 or L3	Type of position:	Hours 160 / month
		<input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Part-time <input type="checkbox"/> Contractor <input type="checkbox"/> Intern	<input type="checkbox"/> Exempt <input checked="" type="checkbox"/> Nonexempt

GENERAL DESCRIPTION

Employment Law & HR Legal Advisory

- Handle employment-related disputes in India and internationally, including disciplinary actions and terminations.
- Provide pragmatic, commercially focused legal advice on employment and labour law matters, including policies and regulatory compliance.
- Develop proactive strategies to identify and mitigate HR/legal risks.
- Provide strategic guidance to the HR team on workplace issues, including drafting HR-related policies, training employees, ensuring policy compliance, and reporting key findings to management.
- Draft, review, and negotiate settlement agreements and severance arrangements.

Corporate & Commercial Advisory

- Advise on corporate, commercial and contractual matters; ensuring legal frameworks align with business objectives.
- Draft, negotiate, and review a broad range of agreements, including vendor contracts, service agreements, and Master Service Agreements.
- Oversee intellectual property (IP) management, including trademark filings and renewals.
- Provide strategic inputs on corporate governance and cross-border transactions.

Regulatory Compliance & Risk Management

- Ensure compliance with evolving legal and regulatory frameworks across jurisdictions, proactively advising on policy changes.
- Conduct legal due diligence and risk assessments to support corporate decision-making.
- Develop internal policies and frameworks to uphold best practices in employment and corporate governance.

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Process Improvement & Legal Innovation <ul style="list-style-type: none"> • Drive legal automation and process optimization initiatives to enhance efficiency and reduce operational risks. • Collaborate with cross-functional teams, including finance, HR, and compliance, to align legal strategies with business growth. • Stay ahead of industry trends, regulatory developments, and emerging risks to provide forward-thinking legal solutions. 			
WORK EXPERIENCE REQUIREMENTS <ul style="list-style-type: none"> • 8 - 10 Years. 			
EDUCATION REQUIREMENTS <ul style="list-style-type: none"> • Qualifications: L.L.B. from a recognized Law School. 			
SKILL REQUIRED TO SUCCEED IN THIS JOB <ul style="list-style-type: none"> • Experience in employment law, corporate advisory, compliance, and dispute resolution, preferably in a multinational or leading law firm. 			

Company Overview

AXISCADES is a leading provider of comprehensive technology & engineering solutions, dedicated to driving innovation and excellence across diverse industries ranging from Aerospace, Defence, Automotive to Embedded and Energy sectors.

With 35+ years of expertise and a global presence across North America, Europe and Asia Pacific, AXISCADES offers a broad spectrum of services encompassing digital transformation solutions, embedded electronics solutions, product engineering & manufacturing support. Leveraging cutting-edge technologies and a team of skilled professionals, the company specializes in delivering end-to-end solutions tailored to meet the unique needs of our clients.

3500+ Engineers, **17** Global Offices, Listed on **Indian Stock Exchange**: Both NSE & BSE, Headquartered in **Bengaluru**.

At AXISCADES, our focus extends beyond project delivery, we're dedicated to nurturing talent and shaping careers. As a premier provider of engineering services, we cultivate a vibrant and inclusive workplace culture conducive to personal and professional growth. Here, individuals are empowered to flourish and evolve within a dynamic and supportive environment with exposure to clients from multiple geographies and industries.

Key Pointers

- Trusted partner for the Top 3 Global Aircraft Manufacturers
- Over 1000 aero professionals with expertise in metallic and composites engineering

- Transnational teams located across USA, CANADA, France, Germany, Denmark, UK & China, adeptly supporting multiple manufacturing plants and programs through a seamless hybrid working model and excellence in offshoring
- Established Design Organization facilitating Signatory Delegations
- Multi-year contracts from leading OEMs
- Cultivating a culture of cost-effective innovation through the adoption of technology with minimal risk
- Industry-leading, multi-skilled talent pool boasting a perfect blend of domain expertise and technological proficiency, maximizing the potential of technology while minimizing risk
- Demonstrated excellence in training and competency development processes to meet both current industrial needs and future requirements

