



CAREER OPPORTUNITIES

Job Description: Legal Counsel

WELCOME TO PCI PAL

PCI Pal is a leading provider of SaaS solutions that empower companies to take payments securely, adhere to strict industry governance, and remove their business from the significant risks posed by non-compliance and data loss. We are integrated and resold by some of the worlds' leading business communications vendors, as well as major payment service providers.

We are currently looking for a Legal Counsel to join our UK team.

THE OPPORTUNITY:

PCI Pal is seeking a commercially minded Legal Counsel to join our growing legal function. . We operate in a fast-scaling, regulated SaaS environment where legal plays a critical role in enabling growth while managing risk.

Reporting to the General Counsel, this role will partner with the business across a broad range of legal and regulatory matters. The successful candidate will work closely with Sales and Partnerships to enable revenue growth, driving efficient contract execution, reducing deal friction, and balancing risk with commercial outcomes in a high-growth SaaS environment. The role also involves collaborating cross-functionally with Product, Compliance, HR, Finance and other teams to deliver clear, pragmatic and commercially focused legal advice.

This is an excellent opportunity for a 4-6 PQE lawyer who enjoys working in a fast-paced technology environment and wants exposure to a wide range of in-house legal work.

The role is primarily remote but candidates should be UK-based and able to travel to London for meetings when required.

YOU WILL BE RESPONSIBLE FOR:

- Reviewing, drafting and negotiating a wide range of commercial agreements, including customer contracts, partner agreements, NDAs, and supplier agreements.
- Supporting the sales and partnerships teams during contract negotiations and renewals, driving efficient deal turnaround times.
- Conducting legal and regulatory research relating to areas such as data protection, payments, PCI DSS, telecommunications, and other compliance obligations relevant to the business.
- Providing practical legal advice to internal stakeholders including Sales, Product, HR, Finance and Information Security teams.
- Supporting the General Counsel with corporate and governance matters, including board materials, policies, and internal compliance initiatives.
- Driving legal operations improvements including contract automation, template standardisation, and workflow optimisation which will ultimately improve contract cycle times.
- Supporting legal aspects of product development and new feature launches, ensuring regulatory considerations are identified early.
- Liaising with external legal counsel where required, including in respect of corporate matters.



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- Assisting with broader legal projects as the business grows, including international expansion and regulatory developments.

WE WANT TO HEAR FROM YOU IF YOU:

- 4-6 years' PQE as a solicitor qualified in England & Wales or qualified in a comparable common law jurisdiction (such as Australia or New Zealand).
- Experience gained in-house or in private practice, ideally with exposure to technology or SaaS businesses.
- Drafting and negotiating SaaS agreements including MSAs, subscription terms, SLAs, DPAs, and reseller/partner frameworks
- Experience advising on commercial legal matters across multiple jurisdictions, with a particular focus on the United States, is highly desirable.
- Strong experience drafting and negotiating commercial and technology contracts.
- Interest in regulatory and compliance matters, particularly in areas such as payments, security, privacy, or technology regulation.
- The ability to translate complex legal issues into clear, practical advice for business stakeholders.
- Experience working cross-functionally with business teams.
- Strong written and verbal communication skills and a pragmatic, solutions-focused approach.
- A proactive mindset and the ability to manage multiple priorities in a fast-moving environment.

IN RETURN WE OFFER:

- 25 days holiday, rising to 28 days per annum with length of service UK
- Medical, dental and optical insurance cover
- Additional day off on your birthday
- Work from home and hybrid options.
- UK: Salary sacrifice pension scheme
- An exciting and flexible working environment surrounded by friendly and committed co-workers
- UK: Electric Vehicle Scheme
- "Work from anywhere" 2 weeks per year policy
- Reward, benefits and wellbeing hub (offering support, discounts, cashback and savings)
- Training and development opportunities
- Ad-hoc team events, incentives and competitions

TALK TO US:

If you have any questions or want to find out more, we'd love to hear from you.

Please contact the Recruitment Team recruitment@pcipal.com