



City of Vienna

Vienna (pop. 2m) is not only located in the centre of Europe and known as a cultural and historical hotspot, but it is also continuously rated the most liveable city in the world. As the headquarters of many international organizations (like the UN, OSCE, FRA and OPEC) are located here, Vienna also offers a vibrant and international atmosphere. We are especially proud that the City of Vienna has supported noyb as a supporting member from our first day.

Join the noyb team!

noyb is a European NGO focused on strategic, innovative, and effective enforcement of wilful privacy violations by private actors across the European market. We work together with law firms and national institutions in the consumer, privacy, and tech sectors, to enforce the GDPR. We currently largely represent users under Article 80 GDPR, but also expand towards collective redress. Our admin, tech and legal team consists of about 20 team members from across Europe. More than 5,000 noyb supporting members and institutional supporters ensure a long-term and stable environment. We are now looking for experienced talent to expand our legal team and are very much looking forward to your application.

Max Schrems, Chairperson

What we offer

- Positions for junior, mid-level, and senior lawyers
- Meaningful work and “getting things done” environment
- Unique opportunity to shape GDPR implementation
- Freedom to pursue interesting and standard-setting cases that you are interested in (project based work)
- Strategic and pan-European legal procedures
- Quick and inclusive decision making processes
- Modern and self-determined working conditions

Minimal requirements

- Admitted to practice as an EU/EEA lawyer or EU/EEA legal degree
- Practical litigation or enforcement experience (e.g. at DPAs, law firms, NGOs and alike), including good knowledge of procedural law of one or more EU/EEA Member States
- Excellent legal English (internal working language)
- No relevant conflicts of interest (previous and ongoing work in the sector is welcome and encouraged)

Professional requirements

- Precise and detailed command of the GDPR and procedural laws (going beyond mere consultancy or policy work)
- Comfortable working in a pan-European team
- Used to legal teamwork (drafting and litigation in teams)
- Progressive, yet realistic approach to litigation and GDPR
- Used to autonomous work and self-organizing
- Clear and concise drafting skills
- Basic technical understanding of IT systems

Ideal additional qualifications (not required)

- Additional EU/EEA language skills
- Experience in different EU/EEA jurisdictions
- Deeper technical understanding (programming skills, etc)

Key details

- Workplace: Vienna (the world’s most liveable city)
- Home and remote office (min. 75% office presence)
- Regular EU travels (meetings, litigation, conferences)
- Internal working language: English
- Part-time/Full-time (20-40h)

Benefits provided by noyb

- Public transport ticket for the City of Vienna
- Lunch vouchers
- Practical and financial relocation support possible

Diversity

We are building a diverse (e.g. age, geography, gender, languages, etc.) and truly pan-European team. Right now our permanent legal team joins members with ties to Austria, Italy, Poland, Lithuania, the Netherlands, Slovenia and Spain.

Interested? Any questions? Not sure? ...feel free to ask!

If you have any questions or want to informally reach out by email or have a call before you submit an application, please send an email to Monika at jobs@noyb.eu.

Junior - currently not hiring, feel free to express your interest

Key Tasks:

- Drafting complaints
- Management of trainees
- Responding to enquiries
- Legal research & knowledge management
- Managing smaller projects

Key Requirements:

- 1-3 years’ relevant work experience on privacy / GDPR
- In-house, administrative, or law firm experience
- Strong academic or work background in data protection
- Good understanding of administrative procedural law
- Strong willingness to learn on the job

Minimum salary: € 40,000* gross (about € 28,000 net)

Mid-Level

Key Tasks:

- Litigating civil and administrative procedures
- Oversight of complaint procedures
- Developing legal strategies
- Cooperating with external law firms
- Supporting noyb’s strategic and legal policy goals
- Media relations

Key Requirements (in addition to junior requirements):

- 3-6 years’ relevant work experience on privacy / GDPR
- Existing experience in leading projects
- Existing experience in litigation/procedural law
- Confident public speaker
- Hands-on and generalist approach to getting things done

Minimum salary: € 60,000* gross (about € 38,600 net)

Senior

Key Tasks:

- Joint management of legal team
- Strategic and legal lead in larger cases
- Media relations

Key Requirements (in addition to mid-level requirements):

- 6+ years’ relevant work experience on privacy / GDPR
- Experience in leading teams and projects
- Extended experience in large / complex litigation
- European cross-jurisdictional experience

Minimum salary: € 80,000* gross (about € 49,300 net)

Your Application

- Cover letter detailing your application
- Curriculum vitae
- If relevant: Publications, samples of previous work, etc. ...via our [online application tool](#)

** Austrian law requires to post a minimum salary (per 40h/week). Considerably higher amounts are possible, depending on qualifications .*