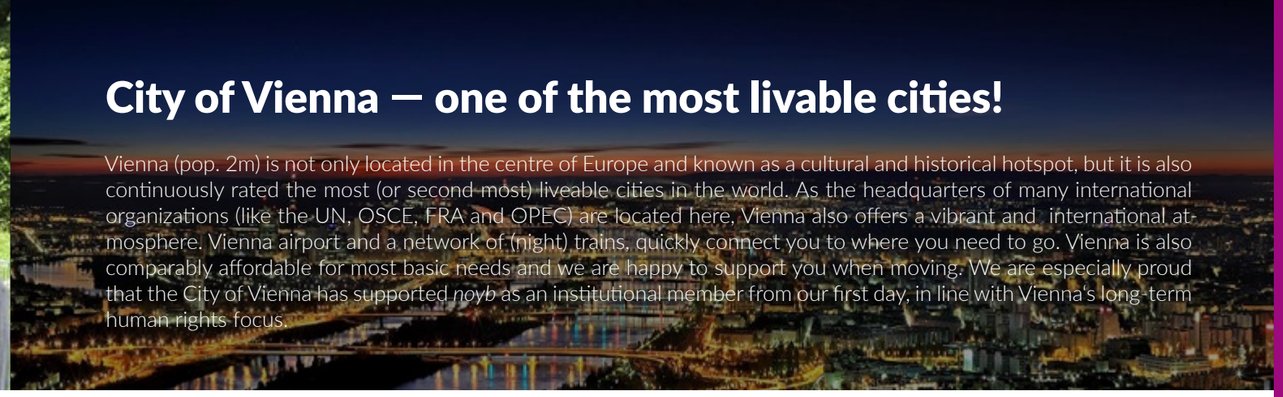

City of Vienna — one of the most livable cities!

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 (or second-most) liveable cities 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. Vienna airport and a network of (night) trains, quickly connect you to where you need to go. Vienna is also comparably affordable for most basic needs and we are happy to support you when moving. We are especially proud that the City of Vienna has supported *noyb* as an institutional member from our first day, in line with Vienna's long-term human rights focus.

Join the *noyb* team!

noyb is a European NGO focused on strategic, innovative, and effective enforcement of willful 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 in order to enforce the GDPR. We currently largely represent users under Article 80 GDPR, but are also a "Qualified Entity", which allows us to launch EU collective redress cases (so-called "class actions"). Our admin, tech and legal team consists of about 25 team members from across Europe. More than 5,200 noyb supporting members and institutional supporters ensure a long-term, independent and stable work environment.

We are now looking for a data protection lawyer to expand our legal team. Because we are building a pan-European team, we especially encourage people with a legal education from Member States we do not currently have in our permanent legal team (see below) to apply with us.

Max Schrems, Chairperson

What we offer

- Positions for junior and senior lawyers, as well as team leads
- Meaningful work and "getting things done" environment
- Unique opportunity to shape our digital future
- Freedom to pursue standard-setting cases that *you* are interested in (project-based work). We usually do not have clients, but choose our projects ourselves.
- 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 holding an 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)

Professional requirements

- Exceptional command of the GDPR, general law and procedural laws (going far beyond mere consultancy or policy work or an online certification)
- Comfortable working in a pan-European team
- Progressive, yet realistic approach to litigation and GDPR
- Used to autonomous work and self-organizing
- Clear and concise drafting skills
- Good 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)
- Deeper experience in civil litigation or collective redress
- Knowledge in adjacent legal areas (AI Act, DMA, DSA)

Key details

- Workplace: Vienna (the world's most liveable city)
- Home and remote office (50-75% office presence)
- Regular EU travels (can be combined with private travels)
- Internal working language: English
- Part-time/Full-time (20-40h)

Benefits provided by *noyb*

- Public transport ticket for the City of Vienna
- Lunch vouchers (free daily lunch)
- Practical and financial relocation support possible

Your Application

- Cover letter & curriculum vitae
- See the submission options on our job page

Diversity

We are building a diverse (including age, geography, gender, languages) and truly pan-European team.

Right now, our permanent legal team joins members with ties to Austria, Belgium, Georgia, Greece, The Netherlands, Switzerland and Spain.

noyb tries to find arrangements that fit *your* specific profile and strengths as well as the curent needs within our team. To give you a rough orientation of the roles we are hiring, we provide the following categories:

Junior Lawyer

Key Tasks:

- Drafting and filing complaints and civil cases
- Management of trainees
- Legal research & knowledge management
- Managing your own litigation projects

Key Requirements:

- 2-4 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: € 43,000+* gross (€ 31,300+ net)

Senior Lawyer

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):

- 4-8 years' relevant work experience on privacy / GDPR
- Exceptional GDPR and procedural legal skills
- Existing experience in litigation
- Existing experience in leading projects
- Hands-on and generalist approach to getting things done

Minimum salary: € 60,000+* gross (€ 41,000+ net)

Team Lead

Key Tasks:

- Joint management of legal team
- Strategic and legal lead in large strategic cases
- Managing of collective redress cases

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

- 8+ years' relevant work experience on privacy / GDPR
- Exceptional command of the GDPR
- Considerable experience in leading teams and projects
- Extended experience in large / complex litigation
- European cross-jurisdictional experience

Minimum salary: € 80,000+* gross (€ 51,600+ net)

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

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 us at **jobs@noyb.eu**.