



Business Legal Specialist

(100%; m/f/d)

UNIQA Re is a Zurich-based, licensed reinsurer and part of the UNIQA Insurance Group. Building on a strong internal reinsurance foundation, we are entering the next phase of our growth journey with a clear ambition: to further scale our external business and strengthen the capabilities needed to support it.

As part of our transformation journey, we are looking for a hands-on **Business Legal Specialist** who goes beyond traditional legal support and plays an active role in shaping how we operate. Step into a role with real ownership in a business that is evolving fast.

You will take on a visible, end-to-end role across **legal, governance, compliance topics**, working closely with senior stakeholders and driving cross-border matters in an international setup. Rather than acting as a classic in-house counsel in the background, you will partner directly with the business, move topics forward, and help build structures fit for the next stage of UNIQA Re's growth.

What to expect

Business Legal Partner – drive decisions, not just support them

- Act as a trusted partner to the business on contractual, corporate, regulatory, and strategic matters
- Draft, review, and negotiate agreements with a strong focus on enabling business decisions and protecting commercial objectives
- Translate legal complexity into clear, pragmatic guidance that helps the business move forward with confidence
- Assess legal risks and shape balanced, business-oriented solutions in close collaboration with stakeholders
- Own and drive international and cross-border topics with a high degree of autonomy
- Contribute to regulatory matters across FINMA, EU, and selected UK/US contexts in a practical, solution-driven way
- Partner on strategic initiatives, including new business models and MGA structures, from idea to implementation

Governance & Board Support – take ownership of key frameworks

- Own the preparation and coordination of board and committee materials in close alignment with senior stakeholders
- Further develop our corporate governance framework, including by-laws, policies, mandates, and decision-making structures
- Ensure governance documentation is clear, business-relevant, and fit for purpose in a growing organization
- Help structure, organize, and document key board and committee processes end to end

Compliance – shape and connect the full framework

- Help shape and further develop our compliance framework in an integrated way
- Contribute to policies, processes, controls, and governance mechanisms that strengthen end-to-end resilience
- Support compliance assessments, monitoring activities, audits, and selected governance topics
- Drive awareness and training initiatives that connect legal, compliance, governance expectations across the organization
- Take ownership of case-specific compliance matters and help connect them with the broader control environment

We expect

- 5+ years of relevant experience, ideally gained in insurance, reinsurance, financial services, or another regulated environment
- A pragmatic, commercially minded approach with the ability to balance risk, regulation, and business priorities
- A strong sense of ownership and the ability to independently drive topics forward from analysis to implementation
- Strong stakeholder management and communication skills, with the confidence to work closely with senior decision-makers
- Interest in working across legal, governance, compliance topics in a broad end-to-end role
- A structured, reliable, and solution-oriented way of working in an international and evolving environment

We offer

- A visible, high-impact role in a reinsurance business undergoing meaningful transformation
- The opportunity to actively shape structures, frameworks, and ways of working
- Close collaboration with senior leadership and key decision-makers
- A dynamic, international environment where you can truly make a difference and leave your mark
- Attractive compensation and a competitive benefits package
- A modern office in the heart of Zurich

Ready to join our dedicated team? We look forward to receiving your application electronically via **recruiting@uniqare.ch**.

If you have any questions about this opportunity, **Christoph Rehberger**, Head of Legal, Compliance & General Secretary (christoph.rehberger@unigare.ch) will be happy to provide you further information. More information about UNIQA Re can be found at www.unigare.ch.

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