

Junior Legal Counsel

Location:	Lausanne, Switzerland
Reports to:	General Counsel
Contract Type:	Permanent – 100%

About Us

Founded in 1892, the International Skating Union (ISU) is the oldest international winter sports Federation and the second oldest International Sports Federation. The ISU is recognized by the International Olympic Committee, governing the sports of Figure Skating and Speed Skating.

Today, the ISU's vision is a world where everyone can experience and enjoy the thrill of skating and our mission is to sustainably grow and improve our sport by prioritizing our skaters, engaging our fans, nurturing partnerships and inspiring communities.

Our DNA is to be Inspiring, Supportive, Unstoppable.

The Role

The Junior Legal Counsel supports the provision of legal services across the organization's operations and initiatives. This role is suited for an early-career legal professional with an interest in sports, commercial law and international sports governance, offering a unique opportunity to gain experience at an international Olympic federation.

Working under the guidance of the General Counsel, you will contribute to a wide range of legal matters within a sports regulatory environment, including advising on governance matters, contributing to sponsorship, licensing and media rights deals, assisting with music licensing, intellectual property mark registrations and dispute resolution. You will assist in ensuring that the federation operates in compliance with applicable laws and maintains high standards of legal integrity.

This role combines hands-on legal work with learning and development opportunities in a dynamic international environment.

Key Responsibilities

- **Legal Support:** Assist in providing legal advice to internal stakeholders on a variety of matters, including governance, contracts, intellectual property, and compliance.
- **Regulatory Matters:** assist the General Counsel in overseeing all sports regulatory matters including advising on rule changes and ensuring they are

consistent with other ongoing provisions. Providing advice to and liaising with Elections Committee during election periods. Providing all administrative and logistical support to ISU's statutory processes.

- **Governance Support:** Provide assistance on governance matters, including preparing documentation for committees and supporting disciplinary or eligibility cases. Liaising with all appropriate ISU Bodies.
- **Contract Review & Drafting:** Support the drafting, review, and administration of contracts.
- **Intellectual Property Assistance:** Help manage and protect the federation's intellectual property portfolio, including supporting registration processes.
- **Risk & Compliance:** Support the identification of legal risks and assist in maintaining compliance frameworks and internal policies.
- **Policy & Research:** Conduct legal research and contribute to the drafting and updating of internal regulations and policies.
- **Stakeholder Coordination:** Liaise with internal teams and external legal counsel as needed, ensuring efficient communication and follow-up.

About You

We are looking for a motivated and detail-oriented legal professional eager to develop their career in an international sports environment.

Essential Requirements:

- Law degree and eligibility to practice law.
- 1–3 years of relevant legal experience (including internships or traineeships).
- Basic experience in contract drafting and legal research.
- Strong analytical and organizational skills with attention to detail.
- Ability to manage multiple tasks and meet deadlines.
- Excellent written and verbal communication skills.
- Fluency in English.

Desirable:

- Qualified to practice law in Switzerland, with admission to the Swiss bar.
- Interest or academic background in sports and international law.
- Exposure to sports organizations, events, or governance structures.
- Familiarity with commercial or compliance matters.

What We Offer

- A unique entry-level opportunity in international sports law and governance.
- Hands-on experience across a broad range of legal topics.
- A collaborative and multicultural working environment.
- Opportunities for professional development and mentorship.
- Competitive salary and benefits package.

Why Join Us

If you are passionate about sport and looking to build your legal career in an international federation, this role offers a strong foundation to develop your expertise while contributing to the integrity and governance of sport worldwide.

How to Apply

If you are passionate about sports and want to use your legal expertise to support an international federation, we would love to hear from you.

Please submit your CV to jobs@isu.org with the subject line: Junior Legal Counsel – Your Name

Former athletes and skaters are strongly encouraged to apply, as their unique experiences are highly valued. At ISU, we are committed to creating a diverse, inclusive, and supportive environment where everyone is valued and empowered to succeed.