Head of Group Legal

Would you like to shape the legal direction of an international debt collection agency and lead its legal activities across several markets?
At Collectia, we are looking for a Head of Group Legal who combines strong legal expertise with commercial understanding and knows what it takes to develop a group-wide legal framework for a business operating in a regulated environment.
You will develop and lead our Group Legal function reporting directly to our COO. You will take ownership of the function's continued development, shape the team, and ensure that legal advice supports the group's decisions, operations, and strategic initiatives.

A senior leadership role with group-wide ownership

In the role as Head of Group Legal, you are expected to provide clear, commercially informed advice that enables business decisions and protects Collectia's legal position. You will be a trusted adviser to Group Executive Management and take ownership of complex legal matters from initial assessment through to resolution.
With offices in Denmark, Norway, Sweden, Finland and Germany, we operate across different legal and regulatory environments. You will help establish a consistent and scalable approach across the group while ensuring that local requirements are understood and addressed, drawing on local expertise where needed.
This role combines strategic leadership with hands-on legal work. You will take responsibility for the group's legal framework, develop the team's capabilities, and determine how internal expertise and external counsel best support the business. Alongside this, you will remain directly involved in significant contracts, negotiations, and other complex legal matters.

Your main responsibilities

- Leading and developing the Group Legal framework, including its operating model, priorities, and collaboration across markets and functions.
- Shaping and leading the Group legal team, ensuring the right mix of capabilities and clear ownership of legal processes.
- Advising management and the business, recommending legal positions, and drafting, negotiating and approving contracts.
- Overseeing corporate governance and legal entity matters, including required licenses and registrations.
- Selecting and managing external counsel, with responsibility for procurement, quality, scope, and spending.
- Managing relationships with relevant regulatory authorities in close collaboration with internal stakeholders and local advisers.
- Maintaining clear documentation and reporting on legal matters.
- Collaborating and liaising closely with Group Compliance in their 2LOD capacity.

What you bring

You bring several years of senior-level experience and a proven track record of advising businesses on complex legal matters. You understand how to combine group-wide standards with local requirements and work effectively with colleagues and external advisers across jurisdictions.
Experience in financial services or another regulated business would be a strong advantage, particularly in advising on legal and regulatory requirements that shape business decisions and operations.
We are looking for someone who:

- Has strong legal expertise and relevant experience in contracts, negotiations, disputes, and corporate legal matters.

•Translates legal assessments into clear, practical recommendations that support strategic, operational, and commercial decisions.
•Has the experience and credibility to lead a legal function, develop its group-wide framework and shape the right team.
•Builds trusted relationships across professional disciplines, management levels and countries.
•Takes ownership, brings structure to complex matters, and balances day-to-day advice with longer-term development initiatives.

Finally, experience supporting a business across multiple countries would be a strong advantage. Knowledge of the debt collection and credit services industry would also be a plus.

Why join Collectia?

At Collectia, you will join an informal workplace with short decision-making paths and the opportunity to make a meaningful contribution to the group's development.

You will have a central role in developing Group Legal with responsibility for its framework, team, and contribution across five markets. Reporting directly to our COO, you will work closely with Group Executive Management and help shape business decisions through timely, practical legal advice.

We offer a working environment that values work-life balance, collaboration and professional development. In addition, we offer a lunch scheme, pension, health insurance and employee benefits, including an in-house hairdresser and masseur, car wash and fitness subscription.

Ready to join our team?

Please send your CV and cover letter as soon as possible. We review applications and hold interviews on an ongoing basis until the right candidate has been found.

Location and terms:

•Role is based at our office in Brøndby, with some travel to our other markets to be expected
•Salary will reflect your qualifications and experience
•Clean criminal record and no registrations with credit information agencies

Want to get to know us better?

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Start by watching a short video about Collectia, and then explore our mission, vision, and values.

We look forward to receiving your application.