Anatolii *Kostyrkin*



Legal Counsel · Data Protection, Commercial Contracts & Compliance

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Available from 1 January 2027 · CIPP/E · AIGP

PROFILE

Legal Counsel with 20 years of practice in Germany and Ukraine across data protection, commercial and technology contracts, and compliance. In-house in Munich, I run GDPR operations, negotiate IT, SaaS and data processing agreements and assess vendors, including AI-related risks. Before that, Head of Legal of a 750+ employee media group: built a seven-person legal team, led a 20-company acquisition and cut the group from 25+ to 8 legal entities. CIPP/E and AIGP (IAPP).

CORE SKILLS

GDPR operations · DSARs & records of processing · IT, SaaS & DPA negotiation · Vendor due diligence · EU AI Act · Compliance planning & GRC · Commercial contracts · M&A due diligence · Legal team leadership · Litigation management

EXPERIENCE

Legal Counsel

Nov 2025 – present

Generali Engagement Solutions GmbH, Munich · part of the Generali Group · Student Assistant, Legal & Compliance, Jul 2024 – Nov 2025

- Designed and ran the data subject access request process end to end for platform users and employees: **20 of 20 requests answered within the 30-day deadline**, with DPO reporting built in.
- Wrote GDPR and confidentiality guidance adopted as the standard reference by all **5 business units**; trained around **35 non-legal staff** on everyday data handling.
- Negotiate around **20 IT, SaaS and data processing agreements a year** with vendors and business teams.
- Drafted and closed the service agreement for a company-wide generative AI training programme, covering data-protection roles, IP in training materials and deliverable-based payment.
- Designed the third-party due-diligence questionnaire (entity checks, UBO/PEP screening, AML and anti-bribery, AI governance including EU AI Act self-assessment) and personally assessed around **20 vendors** in a new-platform selection.
- Led the legal and data-protection review of **4 parallel health-data API RFPs**, drafting the data-handling and DPA/security sections and giving legal sign-off before release to vendors.
- Drafted the **2026 compliance plan** and rescoped it for the wind-down (data protection, AML, whistleblowing, tax reporting); maintained around 50 policy and risk records a year in Archer (GRC) and contributed to intragroup outsourcing assessments in ATLAS (OneTrust).
- Reviewed **100+ contracts** for the company wind-down, prepared termination notices, amendments and deeds, and led the legal decommissioning of a consumer wellness platform, including updates to the record of processing.

Head of Legal Department

Feb 2011 – Mar 2022

Ukrainian Publishing Media House, Kyiv · one of Ukraine's largest media groups, 750+ employees · promoted from Legal Counsel

- Built and led a **7-person legal team** supporting digital, radio and print businesses.
- Led one of the group's four M&A deals, the **acquisition of 20 companies** from a single owner, from due diligence and structuring to legal integration.
- Restructured the holding from **25+ to 8 core legal entities**, aligning legal processes across the group.

Head of Legal Department, Ukrainian Publishing Media House · continued

- Prepared the compliance file for an Antimonopoly Committee review with **45%+ market concentration** that ended in clearance.
- Negotiated several hundred advertising, supply, service and partnership contracts a year; standard templates cut turnaround time by 95%.
- Built the legal framework for a new sales house from scratch (templates, procedures, approval workflows), live within 6 months.
- Resolved **20 litigation matters with one adverse ruling**, coordinating strategy with external counsel.
- Set up the group's intellectual property enforcement process for media content and brands.

Senior Legal Advisor, part-time

Jul 2017 – Mar 2022

Grape Digital, Kyiv · full-service agency for international brands

- Cleared around 40 commercial, marketing and advertising agreements a year for local and international campaigns, with no missed launch deadlines.
- Pre-screened promotional mechanics and materials for around 40 campaigns a year across digital, print, radio, TV and outdoor.

Legal Adviser

Jul 2006 – Nov 2010

Donetskmiskvodokanal, Donetsk · municipal utility, 450+ employees

- Represented the company in court and drafted filings; drafted and reviewed contracts and internal legal documents; advised on statutory compliance.

EDUCATION

M.Sc. International Law and Business Administration
Ukrainian Free University, Munich · 2022–2025 · grade 1.6
Thesis: protection of foreign investors in Ukraine and alignment with EU law

Specialist in Law, with honours
Donetsk University of Economics and Law · 2001–2006

LANGUAGES

Ukrainian and Russian (native) · English C1 · German B1

CERTIFICATIONS

CIPP/E
Certified Information Privacy Professional/Europe · IAPP · 2026

AIGP
Artificial Intelligence Governance Professional · IAPP · 2026

Regulatory Compliance (AML, anti-bribery)
University of Pennsylvania · 2026

TOOLS

Archer (GRC) · ATLAS (OneTrust) · Microsoft 365 · DocuSign · Confluence

WRITING

Short LinkedIn posts on AI governance: AI labelling and misleading practices (UCPD), AI literacy under Article 4 EU AI Act, and levels of AI harm in recruiting. Selection at anatolyy.com.