

ANNA BIDENKO

LEGAL COUNSEL

EMPLOYMENT HISTORY

LEGAL COUNSEL, COMPLIANCE OFFICER

NDA | 2023 - Present, Kyiv

- Establish and oversee a robust legal compliance program, including policy development, regular audits, and risk assessment, to ensure adherence to laws and regulations.
- Provide guidance to management on compliance matters, including detailed reports, action plans, and addressing employee concerns, to maintain a culture of legal compliance throughout the organization.
- Legal support of KYC procedures with game providers, PSPs, AEMIs, banks and other similar entities;
- Reviewing, drafting, and assisting with the negotiation of various contracts, including contributing to the development of contract templates, negotiation guidelines, signing procedures, contract databases, etc.;
- Liaising and working with various departments of the Projects (Finance, Marketing, IT); ensuring that key terms of concluded contracts are communicated to all personnel responsible for the performance and administration of those contracts;
- Advising on and handling various intellectual property matters, including IP-related disputes and litigation (if any);
- Conducting legal research on various matters;
- Preparation and, if necessary, updating of various documents accompanying the Projects B2B and B2C activities (AML/KYC policies, Terms of use, etc.);

CONTRACT ANALYST

DataRobot | 2019 - 2022, Kyiv

- Drafting and revision of the contract templates (NDAs, MSAs, and evaluation agreements);
- Coordinating with cross-functional teams during contract review, acting as a key contact for the legal department by providing guidance on commonly requested edits, non-standard terms, policies, questions, etc.
- Creating guidance for the Legal and GTM teams;
- Managing all contract systems (LinkSquares, LawGeex, Document Management, Salesforce, ServiceNow, DocuSign);
- Leading and participated in different projects for the Legal Team (oneNDA adoption, creation of the NDA Playbook, Onboarding Program for the new hires within the Legal Team, Legal Best Practices for the GTM team);
- Supporting the GTM team on processes/procedures related to the transactions.
- Conduct legal research and analysis to ensure the company's compliance with applicable laws, regulations, and industry standards.
- Develop and implement compliance policies and procedures, including training programs, to educate employees and promote a culture of compliance within the organization.

CONTACT

🏠 Kyiv, Ukraine

SKILLS

- ✓ **Good Team Player**
- ✓ **Self-Organized**
- ✓ **Collaborative and Effective**

LANGUAGES

Skill group

English
Ukrainian



LAWYER

MaS Legal Group | 2013 - 2018, Kyiv

- Supporting clients in obtaining medical licenses;
- Conducting of contracts negotiations;
- Conducting of legal expertise of project related activities;
- Procedural documents preparation/management;
- Supervising of ongoing processes in the courts;

LAWYER

Fesik Associate Bureau | 2012 - 2013, Kyiv

- Supporting clients in the registration of their companies in State Competent Authorities;
- Supporting clients in preparing the procedural documents within criminal cases (all instances);
- Legal consulting on different matters in the field of managing the business in Ukraine;
- Providing clients with Legal support in their commercial activities;
- Conducting contracts negotiations;

LEGAL ASSISTANT

BudMax Ltd | 2011 - 2012, Kyiv

- Registration of Companies/Branches/Representative offices in State Competent Authorities;
- Supervision of ongoing processes in the courts;
- Legal support of clients' commercial activities;
- Contracts negotiations;
- Preparation of legal opinions on different matters related to Project activities;

EDUCATION

Taras Shevchenko National University of Kyiv | 2008 - 2011

Bachelor's degree in Law

Taras Shevchenko National University of Kyiv | 2011 - 2013

Master's degree in Law