

Monica Maghami

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SENIOR REGULATORY LAWYER STRATEGY | LEADERSHIP | ESG | AI | GOVERNANCE

A proactive client-facing regulatory lawyer specialised in corporate, commercial and public law, interested in ESG, AI and governance, providing advice in a clear and concise manner by delivering solutions to mitigate key risks in consultancy, advisory, audit and assurance areas. A trusted adviser that works closely with C-Suite leaders and boards of directors, contributing effectively to strategic objectives, contract negotiations and briefings, having served in leading technology and financial service firms, joint initiatives and charities in the UK and worldwide. An intellectually curious person, relationship builder, with the underlying principle and hope that solutions can be undoubtedly found to tackle the Paris Agreement goals.

LEGAL AREAS OF EXPERTISE

At the intersection of commercial, corporate and regulatory law, adopting both risk and principle-based approaches to:
ESG: Implementing corporate social sustainability (CSR), providing guidance on TCFD, ESRS and SFDR frameworks, PRI, EU Taxonomy, SASB, GRI and GHG standards, double materiality assessments, DD, M&As, policies, A&A ISAEs and SRI.

Financial Services: key EU and UK regulatory requirements, such as FSMA, PRA, FCA and EBA, dealing with asset owners, asset managers, banks and investment firms.

IP: Copyright, IP rights, product design, platform development, patents and general IP strategic advice for ventures & assets.

AI and Technology: AI lifecycle products, cloud computing / SaaS, IoT, machine learning and app/infrastructure outsourcing.

Business and Human Rights: Alignment with UNGPs and SDGs especially on corporate climate action, publishing articles, convening WGs, speaking on panels, chairing, co-chairing and moderating institutional mechanism and environment WGs.

LEGAL EXPERIENCE

Independent Senior Consultant - ESG, Tech, Public Law, Business and Human Rights **Jul 2023 – Present**

Convenor and steward of global WGs, addressing system barriers, guiding key stakeholders in legal corporate governance:

- COP28: Writing comprehensive sustainability reports for charities, whilst publishing articles and moderating WGs.
- Justice Conference: Conference speaker on “ESG, AI, SDGs in an equitable and just society” (De Poort, April 2024).
- G20: Environment convenor and speaker in a panel on sustainable energy (Brasilia, present to Aug 2024).
- Beijing+30: Convenor of UN WGs on Instrumental Mechanisms and Environment (Geneva, present to Nov 2024).

Deloitte, Commercial and Corporate Lawyer **Jun 2021 – Jun 2023**

Provided legal solutions and risk mitigation, primarily in ESG and tech, in financial services for the private (and public) sector.

- Offered legal advice on technology and sustainability global MSAs and SOWs, reports and engagement letters.
- Reviewed and counselled evolving ESG DD and M&As related proposals and developments.
- Negotiated and drafted contracts in the private/public sectors, the latter included DEFRA, BEIS, MCF3 and DOS6.
- Supported innovations, assessing the entire asset life cycle (from incubation, design, test, deploy and monitor).
- Created, reviewed, and amended internal guidance, standard contracts and playbooks.
- Advised on alliances, co-development, reseller, partnering and implementation of IT (AI, SaaS/licencing).

Major achievements at Deloitte:

- Led major technology and climate change projects, referencing Risk Advisory and Deloitte service lines.
- Chaired QRS Executive Leadership meetings, through QRS Voices, representing 230 legal professionals.
- Steered leadership proposals to partners and directors and contributed with coach and reverse mentoring.

BBC, IP, Digital and Technology lawyer **Feb 2021 – June 2021**

Drove complex technology agreements in Commercial Rights and Products Consumer Legal (R&D), advising on IP, GDPR, regulatory and reputational requirements, from the design to the commercial phase, analysing the entire asset life cycle.

- Advised on IP licences, opensource software, AI and ML datasets, operating with senior level stakeholders.
- Supported creation of consumer products by focusing on life cycle strategy on IP, DP and regulatory landscapes.

Accenture, Legal Counsel Lead (UK, Europe and LATAM) **Jun 2019 – Oct 2020**

Led the end-to-end process of drafting and negotiating complex commercial, FS and technology subcontractor agreements in the areas of AI, IoT and SaaS, acting as a trusted advisor to senior leadership and business.

- Prioritised key critical risks and developed risk mitigation strategies to support leadership decision-making.
- Dealt with high-risk clients and supply chain, drafting teaming, referral, collaboration, and alliance agreements.

Accenture, Legal Counsel, Robotic Process Automation and Innovation **Apr 2020 – Oct 2020**

In addition to substantive role, invited by senior leadership to play key part in a multi-million-dollar AI project connecting sales & delivery with subcontracting, for the benefit of the global legal team and its ecosystem.

Major achievements at Accenture:

- Cut annual costs by circa £1m through deploying AI legal tools to feed the entire legal ecosystem.
- Received significant rewards & recognition and positive feedback from internal and external stakeholders.

Giesecke & Devrient, General Legal Counsel (UKI)

Jan 2011 – Dec 2018

Drove intricate client and vendor-facing contracts with the private and public sectors and instructed the Company Secretary.

- Set-up the legal department from its inception, implementation and operating phases, as a robust firm's arm.
- Counselling the board of directors on internal controls, impact from regulatory bodies, policies and local laws.
- Advised sales on technology transformation, dealing with FTSE 100 clients on IP, DP and regulatory law.
- Led M&As, corporate advisory and projects, instructing senior management on global trends and overall compliance.
- Negotiated SaaS, licence and managed services agreements, hired external counsel and managed junior lawyers.

Giesecke & Devrient, Contract Manager (EMEA)

Jan 2010 – Jan 2011

- Advised and negotiated a wide range of key commercial and tech global contracts in the UK and Europe.
- Shaped offerings from the design to the go-to-market phase in the development of products and services.

Major achievements at G&D:

- Transformed relationship between business and legal by improving automation and governance processes.
- Enhanced communication by creating contractual negotiations guidelines and annotated templates.

International Mineral Resources, Global Contracts Manager (EMEA and LATAM)

Dec 2008 – Dec 2009

Corporate due diligence, global M&A, JVs, loans and SPAs of up to £300M in the energy and mining sectors.

Herbert Smith Freehills, Compliance Officer

Aug 2008 – Dec 2008

Audited client and stakeholder transactions in the adherence to anti-money laundering and anti-bribery regulations.

Provided corporate investigation by reviewing documents in English, Portuguese, Spanish and French.

Clifford Chance LLP, Litigation Specialist

Mar 2008 – Apr 2008

Worked with the litigation team for a major complex dispute in the construction sector.

LexisNexis, Regulatory Legal Researcher

Jan 2008 – Feb 2008

Reviewed and analysed UK obligations to transpose EU directives, regulatory effects and failures to comply.

United Nations, Human Rights Council Specialist

Geneva and New York

May 2008 – Mar 2009

Wrote daily reports by supporting the Baha'i International Community; Worked with a team of 50 experts.

Baha'i World Centre, Volunteer

Israel

Jul 2006 – Jan 2008

Drafted and negotiated commercial agreements related to accommodations, goods and services.

University of Coimbra, Lecturer in English Law

Portugal

Oct 2003 – July 2005

Lectured undergraduate and postgraduate students in various areas of English law.

Freitas & Freitas LLP, Lawyer, training contract

Brazil

Jul 2001 – Jul 2003

Gained practical experience in the areas of commercial law, employment law, corporate law and litigation.

QUALIFICATIONS AND EDUCATION

Qualified as a lawyer for the Law Society of Portugal 2005

Qualified as a lawyer for the Law Society of Brazil, State of Minas Gerais 2003

Qualified as a lawyer for the Law Society of Brazil, State of São Paulo 2003

Faculty of Law, University of Coimbra (Top tier Law School for Portuguese-speaking countries) Portugal

LL.M in Commercial Law, GPA: 3.0 2003 – 2006

LL.M in Corporate Law, GPA: 3.0 2003 – 2004

Unit Centro Universitário do Triângulo Brazil

LL.B, Bachelor of Law: First Class Honours degree, GPA: 4.0 1998 – 2002

LEGAL ESG TRAINING

Climate Change Law, The British Institute of International and Comparative Law (LSE and SOAS) 2023

Corporate ESG and Sustainability Programme, Masterclass course run by Layli Miller-Muro 2023