

JohnBosco Onyeme

Data Protection/Privacy Professional (CIPP/E & OneTrust Fellow of Privacy Technology)

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Profile

Analytical Data Protection and Compliance professional with 14+ years' experience providing expert advice and governance frameworks. Leveraged a consultative approach to mitigate risk, reduce exposure and achieve compliance in international privacy law. True digital native with awareness of emerging developments in cloud architecture, AI, big data and Machine Learning used to pre-empt and mitigate risks to data protection and information rights. Gained exposure to advertising technology (Ad-Tech) in a consultancy capacity across diverse sectors, such as non-profit (Christ Embassy), media (Loveworld TV Networks) and Ad-Tech (including Match2One.com).

Core Competencies

Public Law, Criminal Law & Consumer Law, Intellectual Property Law

UK General Data Protection Regulations (GDPR)

Data Protection Legislation

Regulatory Compliance

Risk Assessment and Mitigation Legal Research

Stakeholder Relations

Negotiations

Reporting

Business Reviews

Training

Data Mapping

Process Improvement

Policy Implementation

Commercial Operations

Compliance Frameworks

Presentations

Professional Experience and Achievements

1. DSIT GLD | Government Legal Department (AGO GLD) 18th Sep 2023 - 31st May 2024 - Public Law Lawyer Hybrid - London.

- Provided expert legal advisory services across multiple government departments, including DSIT, DCMS, HSE, and ONR, supporting high-priority policy initiatives and complex regulatory frameworks.
- Advised on the legal aspects of policies in diverse areas, including internet safety, telecoms regulation, intellectual property, data protection, artificial intelligence, and nuclear safety.

- Advised on GDPR compliance, data-sharing agreements, and privacy law aspects of technology policies, including AI and internet safety.
- Conducted risk assessments on data protection compliance for policy development.
- Supported the legislative process, including drafting bills and secondary legislation with data protection implications.
- Managed responses to data privacy inquiries, ensuring compliance with FOIA and GDPR
- Conducted detailed legal risk assessments for ministers and senior officials, considering potential challenges related to human rights, public law, equality, and data protection.
- Supported the legislative process by collaborating with Parliamentary Counsel on drafting bills such as the Online Safety Bill and the Data Protection and Digital Information Bill.
- Developed secondary legislation and statutory guidance to implement policies and Acts of Parliament, ensuring precise and legally sound drafting.
- Partnered with policy officials and operational colleagues to align legal guidance with policy objectives, fostering legally robust regulatory decisions.
- Monitored emerging legal issues and provided quick, accurate legal advice on urgent and politically sensitive matters affecting health, safety, and technology.
- Advised on subsidy control, grant agreements, and funding mechanisms for the DSIT's R&D budget, supporting innovative and agile approaches to public spending.
- Worked closely with litigation teams to prepare for and respond to potential legal challenges, coordinating responses with departmental officials and providing litigation support.
- Demonstrated strong analytical and communication skills to navigate complex legal landscapes and effectively collaborate with cross-functional teams in high-stakes environments.

2. Greatharte Ltd, Data Protection Officer July 2020 – August 2023

- Managed daily privacy operations including data incident management, DSAR requests, and marketing opt-out requests
- Designed and implemented processes for data protection impact assessments (DPIAs)
- Conducted data mapping and reviewed information flows
- Provided data protection training and developed privacy policies
- Worked with Procurement and Cyber Security to mitigate privacy-related risks
- Provided assurance to audit for compliance with data protection laws

Key Contributions:

- Subject Matter Expert (SME) in GDPR and Data Protection Act 2018 – monitoring related trends, best practices, legislation, and client company implications.

- Spearheaded implementation of key GDPR elements, including data processing principles, data subjects' rights, data protection impact assessments, records processing, security, notifications, and data breaches communication.
- Contributed to robust data governance standards while facilitating data availability and integrity, assessed and defined data quality measures and enhanced data handling best practices.
- Delivered trusted legal advice and compliance management with a focus on data privacy and protection in complex and heavily regulated environments.
- In-depth knowledge encompassing impact of General Data Protection Regulation (GDPR) and information rights legislation.
- Maintained data governance risk and issues while documenting and maintaining data flows.

3. Loveworld Television Network (Operational Worldwide) Data Privacy Manager August 2016 - July 2020

- Developed and implemented internal privacy policies and provided advisory support on data protection laws.
- Managed data subject requests, ensuring timely and compliant responses.
- Conducted DPIAs for new projects involving personal data processing.
- Maintained and updated ROPA, ensuring data mapping accuracy.
- Led training programmes to raise data protection awareness across the organisation.
- Worked closely with regulatory authorities on compliance matters and privacy investigations.
- Managed responses to data protection matters as liaison with clients, stakeholders, and regulators
- Implemented GDPR elements and maintained data governance standards
- Delivered legal advice and compliance management focusing on data privacy

4. Simon Bethel Solicitors 2008 - 2016 (Company Commercial / Business Immigration Solicitor)

- Provided advise, support, and recommendations to businesses on data privacy laws, as well as compliance, training, draft policies, and procedures.

Key Contributions:

- Facilitated recruitment of overseas staff by providing clients with legal / business counsel regarding UK immigration laws.
- Worked with diverse businesses, entrepreneurs, investors, and education specialists to ensure ongoing compliance with UK Visas and Immigration (UKVI) guidelines.
- Monitored, advised and implemented proper AML, KYC and risk management policies and procedures in accordance with FSA regulations
- Managed and assisted with several project management frameworks on client research, master files & KYC procedures, conflict check procedures and take on procedure training guidelines.

- Reviewed, researched and proffered advice on the AML EU Directive for Owenico Finance Limited on remittances for dependent families in conflict areas.
- Monitored compliance and rendered advice and opinions to engagement teams on conflict checks, avoidance of ethical wall violations and the minimising of risks towards insider dealing.
- Designed, monitored and partook in the in-house training of new intakes and colleagues on KYC/CDD compliance and AML regulatory provisions main responsibilities of a Commercial Lawyer include:

5. Brunel University Law School 2006 – 2007 (Public Law Lecturer)

- Led seminars in Public Law, Criminal Law & Consumer Law
- Law Office Placement Tutor for undergraduate law students on law office placement
- Responsible for mentoring undergraduate law students
- Supervised and marked term essays in the taught core courses
- Worked on and developed Post-Agreement Bargaining strategies as part of non-contentious dispute resolution mechanism
- Devised practical compliance procedures in multi-party commercial agreements where compliance was dependent on the cooperation of the parties

6. JohnBosco Onyeme & Co – Legal Practitioners 2001 – 2005 (Solicitor)

- Acted as adviser to mergers during the capital base increase of banks in Nigeria
- Provided international joint venture legal advice towards completing financial transactions of Vet Agro Nigeria Limited and their foreign partners.
- Assisted and negotiated vehicle management rights for the Force Transport Officer of the Nigerian Police
- Negotiated and drafted contracts involving our clients/customers/suppliers, IP licensing scheme and advised on cross-border corporate & commercial law and IP litigation.
- Managed and supervised a team of twelve lawyers.
- Completed international banking and investment transactions for clients using the global interaction of banking systems for payments, deposits, and other financial transactions.
- Kept clients informed of legal and regulatory requirements in foreign jurisdictions.
- Facilitated the movement of goods across national borders by advising clients on customs requirements, agents' shipment inspections and the classification of goods.
- Drafted investment management agreements for Camilla Vegetable Oil Limited that ensured the completion and take off of its multi-million-dollar refinery.

7. Churchgate Industries 1993 – 2001 (A Conglomerate of 21 companies with most listed on the Nigeria Stock Exchange) Assistant Group Company Secretary/ Legal Adviser

- Reporting line - Reported directly to the Board of Directors
- Managed the day-to-day affairs of a staff of 70 employees (both senior and junior staff within the group legal department)

- Dealt effectively with and resolved dispute and conflict situations within the group and 3rd parties' especially state governments after the acquisition of State Government controlled companies especially the International Glass Industry in Abia State of Nigeria and Asaba Textile Mills in Delta State of Nigeria.
- Monitored payrolls and settled PAYE tax disputes between staff, management and the revenue authorities.
- Ensured that the cotton mills within the group enjoyed the benefits of AGOA when it was relatively unknown in Nigeria
- Attended board meetings and assisted with secretarial duties during EGM's and AGM's.
- Negotiated the legal aspects of loan facilities with financial institutions for projects and running costs of the business.
- Secured and maintained proper corporate filings and licenses, including corporate registrations and relevant business licenses with the Corporate Affairs Commission and the Securities and Exchange Commission.
- Drafted and ensured compliance with agreements, forms, policies and guidelines for distributors, sales representatives, and customers.
- Proactively led negotiations and managed dispute resolution process, including corporate position and direct correspondence and follow-up.

8. Diamond Bank Limited 1991 – 1993 (Company Secretary/Legal Adviser)

- Directly responsible to the Board of Directors for company administration
- Attended and recorded the minutes of over twenty board of directors' meetings.
- Negotiated the licensing of Citibank's Micro-Banker to Diamond Bank Limited
- Managed two share capital increases and a rights issue
- As sole in-house legal counsel provided guidance to all departments on complex legal issues and risk analysis relating to credits, complex M&A negotiations and contracts, key business partnerships, and strategic transactions.
- Responsible for the negotiation and drafting of strategic agreements across all areas of business.
- Provided commercially focused regulatory compliance advice for credit agreements and branch openings
- Oversaw litigation matters in conjunction with outside counsel, including the evaluation and analysis of litigation risk and settlement strategies, advising executive leadership accordingly.
- Acted as domain expert for legal and compliance initiatives and provided strategic input into future initiatives.
- Set strategy for development of the Legal Department and the Regulatory Compliance Department and align resources to meeting changing needs of the business.

9. Karim, Thompson & Ishola – Legal Practitioners 1989 – 1991 (Solicitor/Advocate)

- Interviewed clients preparatory to litigation.
- Drafted precedents (e.g. agreements and practice notes), and kept them updated in the light of any relevant developments.

- Prepared and contributed to briefings, updates, brochures and alerts for distribution internally to members of the firm and externally to clients
- Preparation of pleadings.
- Handled and argued cases within the courts of law in matrimonial, copyright, debt recovery and rent tribunal matters as well as criminal cases & civil law suits of varying degrees.

Education and Certifications

- CIPP/E Certified Information Privacy Professional (2022)
- OneTrust Privacy Professional (2022)
- LLM with Distinction (European & International Commercial Law), Brunel University (2004)
- BL (Hons), Nigerian Law School (1989)
- LLB (Hons), Imo State University, Nigeria (1988)

Academic Awards

- Best Overall Result for European & International Commercial Law, Brunel University Master of Law Programme, 2004
- Sweet and Maxwell Prize for Best Masters Dissertation, Brunel, 2004
- Cameron May Prize for European and International Commercial Law, 2004

Papers

- Between the GATT and the WTO: Compliance, Enforcement and Surveillance of Dispute Settlement Body Recommendations and the Issue of Completeness of WTO Law.
- Auditing Regulations and the Collapse of Enron – The Place of International Accounting Standards in the Stability of International Financial Markets.
- Enforcing and Implementing the Enforcement Procedures of TRIPS in Developing Countries.
- The Imponderable Paradox: Member States' Detarrification Obligations under the WTO, the Duty to Pursue Sustainable Development and Poverty Reduction – The Case of Developing Countries.
- The Scope of Competence of EU Member States in applying National Competition Laws in the light of EC Regulation 1-2003.
- Illiteracy and the law: The Position of Illiterates Under Nigerian Law (1988)
- Declaration of Community Knowledge Rights: Towards a Sui Generis System (2004) – Co-Author
- International Trade Disputes, Developing Countries and Access to Justice in the WTO – A Critique of Compliance Bargaining in the Adjudication of Trade Disputes in the WTO.

Personal Attributes/Competencies/Development

- OneTrust Privacy Professional 2022
- Certified Information Privacy Professional (CIPP/E) 2022

- Significantly enhanced knowledge of global data protection and privacy regulations, terminology, compliance requirements and practical concepts concerning personal data protection and trans- border data flows
- Strong sense of commercial awareness
- Real stamina and resilience to enable sustained efficiency and effectiveness in performance, particularly when under pressure and with a heavy workload
- Creative approach to problem solving and process design in the delivery of legal and business affairs services
- Excellent interpersonal skills with which to establish positive and proactive working relationships with a wide range of people from all areas within the company and externally
- Ability to think strategically with respect to negotiations, take a broad overview of issues and to understand the implications of decisions made both in the medium and long term
- Initiative and confidence to deal with a number of often complex issues simultaneously and to readily accept the responsibility of making decisions based on a logical evaluation of the information available
- Ability to display strong organising and planning skills and to be able to prioritise large amounts of work at any one time