

## SUMMARY

**Senior GDPR Specialist for HR & Employee Data Governance with 10+ years of legal experience, focusing on complex, multi-country HR environments.**

Specialized in GDPR compliance within global HR systems covering Core HR, Payroll, Recruiting, Talent & Performance Management, Compensation, Learning, Workforce Management, and employee case management. Deep expertise across the full employee data lifecycle — from recruitment to offboarding — including sensitive and high-risk processing.

Proven lead in HR-related DPIAs and TIAs, cross-border workforce data transfers, and global HR transformation programs. Extensive experience working closely with Works Councils in system implementations, policy negotiations, and employee data governance matters. Trusted advisor to HR leadership, Legal, IT, Compliance, and senior management, ensuring legally robust and operationally viable solutions.

Strong track record in establishing standardized HR GDPR frameworks, documentation models, transfer mechanisms, retention structures, and structured management risk decisions. EU-based freelance consultant, fluent in English and German, delivering precise, pragmatic, and governance-driven HR data protection solutions.

## QUALIFICATIONS

- Certified Information Privacy Professional (CIPP/E)
- Certified Data Protection Officer
- Certified Data Protection Auditor
- Information Security Foundation according to ISO/IEC 27001 series
- Information Security Officer according to ISO/IEC 27000 series
- Languages: English (fluent), German (fluent), French (good)

## PROFESSIONAL EXPERIENCE

Law Office and Privacy Consulting Natalya Spuling – Munich, Germany  
July 2019 – Present

- **Acted as senior GDPR lead for a global HR and workforce data transformation program, steering employee data governance across Core HR, Payroll, Recruiting, Talent & Performance processes, and coordinating HR leadership, Legal, IT, Data Protection teams, and Works Councils across multiple jurisdictions.**
- **Led negotiations and alignment processes with Works Councils in the context of HR System implementations and employee data governance frameworks within co-determined environments.**
- Led and coordinated DPIAs, TIAs, and international data transfer assessments, including documentation of risks and preparation of management decision papers.

- Defined and rolled out GDPR methodologies, templates, and minimum standards to ensure harmonized implementation across countries.
- Drafted, reviewed, and negotiated data protection and commercial agreements, including MSAs, service agreements, and data processing agreements, in international project settings.
- Advised international clients, including data-driven corporations, on GDPR and international data protection laws.
- Advised business, HR, and product teams on GDPR implementation and operational impact.
- Supported and advised on the implementation of Binding Corporate Rules (BCRs).
- Led and supported GDPR-relevant workstreams including DPIAs, ROPA, international data transfers, consent management, cookie compliance, and engagement with EU data protection authorities.

## SELECTED PROJECTS

Cross-project focus: GDPR support for internal corporate and employee-related data, including international data transfers, access concepts, and risk assessments.

### **07/2024 – 11/2025 | Public owned Company**

- Revision of group-wide privacy policies
- Advice on consent processes, consent management, and social data protection

### **03/2023 – 03/2025 | International Pharmaceutical Group (M&A)**

- Directed cross-border Transfer Impact Assessments (TIAs) for global workforce data flows, advising HR and senior management on risk mitigation measures and documented risk acceptance decisions.
- Data protection assessment of target companies
- Preparation and implementation of GDPR-compliant data protection integration Implementation of data protection risk analyses.

### **08/2023 – 11/2023 | Leading Provider of Mobile Phone Mast Infrastructure**

- Design and implementation of deletion and retention concepts
- Case-based data protection training for specialist departments
- Optimization of internal data protection processes

### **09/2022 – 03/2023 & 07/2023 – 10/2023 | Retail Bank (B2C)**

- Implementation of Schrems II requirements, including LIAs, TIAs, and DPIAs
- Revision of data protection policies and privacy notices
- Preparation and maintenance of records of processing activities (ROPA)
- Support in handling data subject requests and data protection incidents
- Close cooperation with business units and the Data Protection Officer

### **04/2021 – 07/2023 | Federal Public Sector Organization – Digitization Program**

- Data protection advisory support for digitization of administrative services
- Identification of data protection risks in digital forms and administrative processes

## **09/2020 – 01/2022 | Leading Provider of Market Research Services**

- Designed and implemented a standardized HR data protection framework covering the full employee lifecycle, including retention concepts, role-based access models, international transfer mechanisms, and HR-specific documentation standards.
- Design and implementation of deletion and retention concepts
- Case-based data protection training for specialist departments
- Optimization of internal data protection processes

## **03/2020 – 01/2022 | Global Manufacturer of Medical Devices**

- Preparation of GDPR documentation
- Support in the introduction and rollout of OneTrust
- Ongoing data protection advisory in day-to-day operations

## **PRIOR EXPERIENCE**

### **MAGELLAN Lawyers – Lawyer**

*April 2018 – June 2019*

- Advised international clients on GDPR and international data protection law across multiple industries.
- Led projects on GDPR implementation related to third-country data transfers, including EU–US Privacy Shield.
- Drafted, reviewed, and negotiated data protection agreements, privacy notices, policies, and related documentation.

### **BRAINLAB AG – Corporate Counsel**

*January 2018 – March 2018*

- Drafted, reviewed, and negotiated international data protection and commercial agreements.
- Supported GDPR implementation projects in a highly regulated medical technology environment.
- Managed data protection topics in coordination with an external Data Protection Officer.

### **EXTEDO GmbH – Legal Counsel**

*February 2015 – December 2017*

- Supported a broad range of commercial and transactional legal matters in an international software and pharmaceutical environment, with a focus on software licensing, professional services, support, and hosting agreements.
- Acted as legal contact for partner business, supporting contractual structuring and risk assessment in cross-functional settings.
- Managed and coordinated external counsel on general legal, intellectual property, and trademark matters.
- Designed and delivered regular internal legal trainings for sales and consulting teams, in cooperation with external legal advisors, translating legal requirements into operational guidance.
- Coordinated data protection topics with the external Data Protection Officer, supporting early-stage GDPR-related governance and compliance activities.