

—Legal & Compliance Professional—

Performance-driven professional with more than 15+ years' success with in-house legal and compliance management especially in healthcare. Proven record of accomplishment leading business partnership effort, legal & compliance risk management, critical support to strategic decisions. Demonstrated ability multitasking, working in matrix organization, team building, leadership and dealing with tight deadlines to achieve timely and positive outcomes for all stakeholders. Expert in identifying risks, adapting and managing change, drive ethical & proactive culture while providing high level service and solutions to the business. Acting as a lecturer and keynote speaker to create awareness of compliance especially in local companies via ethics associations.

— Areas of Expertise —

Compliance & Legal Department Management | Healthcare Compliance | Labour Law | Data Privacy Compliance | Anti-Bribery Anti-Corruption (with focus on FCPA, UKBA, Sapin II) Third-Party Risk Management | Competition Law | Contracts Law | Risk Assessment & Monitoring Cross-Functional Project Management | Speak-Up Culture and Hotline Investigations | Conflict of Interest Tailor-Made Compliance Trainings | Leadership & Team Development | Business Partnership

—Professional Experience—

Çetinkaya Attorneys-At-Law - June-2020 – Present
Partner – Head of Compliance

Astellas Pharma Istanbul - Jan 2017 – June 2020
Ethics & Compliance Director

Member of executive management board, reporting directly to region head indirectly to general manager. Member of the AIFD Association (Turkish branch of EFPIA) E&C Experts Committee. Formation and management of compliance department. Management of various external consultant firms. Management of all legal and compliance inquiries including but not limited to contracts, legal memorandums, competition law, contracts law, labour law, data privacy law and pharma regulations. Building up effective compliance program with focus on speak-up culture, data privacy, risk assessment and monitoring & third party risk management.

Key projects - GDPR Privacy Impact Assessment in MENASSA and South Africa

- Risk assessment exercise of the Turkish Affiliate under FCPA and UK Bribery Act

- Healthcare compliance approval portal revision project member

- Building cross-functional teams to embed ethical culture, tone from the top & middle

Sandoz (a Novartis Company) Istanbul

Head Legal & Compliance Jan 2014 – Jan 2017

Member of executive management board, reporting directly to general manager; indirectly to region head. Management of Legal & Compliance department. Management of various external legal firms. Reformation of Legal Department to reduce bureaucracy and cost effectiveness. Management of all legal inquiries, including but not limited to contracts, legal memorandums, competition law, contracts law, market access contracts, labour & union law, patent law & pharma law. Conflicts of interest and sanctions compliance matters.

Key projects & achievements:

- Effective labor law litigation by reducing the number by 50% in 1,5years and savings from litigation - Management of various compliance (misconduct) internal investigations.
- Awarded for the best compliance initiative in CEE region for compliance communication projects.

Beckman Coulter (a Danaher Company) Istanbul

Legal & Compliance Manager Jan 2012 – Jan 2014

Member of management team. Member of ARTED Association (local branch of MedTech) Ethics Committee. Reporting directly to region legal & compliance head and indirectly to general manager. Formation of legal & compliance department. Management of external legal/consultant firms. Creation and management of department SOP's and contract management system. Third party (distributor) compliance risk management. Management of internal investigations and labour law litigation.

Key projects & achievements:

- Effective screening of third parties and sub-third parties
- Focus on healthcare compliance and tender law.

Deva Holding A.Ş. / Eastpharma Group Istanbul

Legal Counsel June 2015 – December 2011

Member of the Board. Reporting directly to General Manager and part of internal legal department. Provided legal support to Deva Holding pharma regulation matters, licencing and co-marketing deals, labour & union law, M&A, securities exchange law and competition law. Legal management of other group companies in real estate, insurance & telecommunications.

-Compliance Manager, responsible of all compliance matters of the

company for Securities Exchange Commission of United States, Consultation on general compliance requirements of SEC

- Review of Company Policy and Procedures and work in line with US SEC consultants for building an effective compliance program.

- Acquisition Deva and Saba pharma.

- Acted as a project member in the IPO of Eastpharma in London Stock Exchange.

Özgün Law Firm Istanbul

Lawyer & Internship Nov 2002 – May 2005

Experience in legal firm regarding commercial law, contracts law, administrative law, debt collection and enforcement law & intellectual property law. Drafted agreements, conducted seizures, attended to litigations, and drafted each and every kind of legal document required, kept up relations with clients by means of legal reports and one to one meeting.

—Education and Certificates—

Healthcare Compliance Program, Seton Hall University
EU Law Masters, Marmara University (completed without thesis)
Faculty of Law, Marmara University, İstanbul
High School, FMV Özel Ayazağa Işık Lisesi İstanbul

—Articles and Presentations—

Abuse of Dominant Position in Competition Law, Merger Control in Competition Law, Exhaustion of Rights Principle in IP Law, Jurisdiction Agreements in Turkish Law, Gender Discrimination, Prohibition in Turkish Labor Law, White-collar crimes, Mobbing and its definition under Turkish Law, Whistleblower Awards in FCPA and Turkish regulations, When things turn in the opposite direction: “Reverse Mobbing.”, Analysis of new French anti-corruption law “Loi Sapin II., UK Bribery Act and Rolls Royce case settlement, Effective management of Conflict of Interests with compliance programmes, Legal analysis of Disgorgement under FCPA, Winning with Ethics and Compliance; using compliance as a competitive advantage, Using effective communication techniques in compliance, Building an ethical culture through leadership and tone from the top, Misconduct in workplace and its effect under Turkish labor law & criminal law, Risk assessment and monitoring: tools for an effective compliance programme, Overview of anti-corruption regulations: US,UK,EU, Brazil and Turkish comparison, Building up speak-up culture through effective and efficient whistleblowing system, Export controls and economic sanctions compliance, Turkish Data Protection Law, EU Directive, GDPR and Data Privacy Compliance, Right to be forgotten in GDPR and Turkish Data Privacy Law, Quantum Ethics

—Memberships—

Istanbul Bar Association
Turkish Ethics and Reputation Association (Board Member)
Transparency International Turkey
E&C experts committee in AIFD
Lecturer in E&C Management Certificate Program (Bilgi University & Boğaziçi University)