

The Lawyer of the Future: Building a Career in Technology Law.

A guide for lawyers

ATCOUN



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The Guide

I am often inundated with questions from lawyers on how to start the journey into Technology law practice 'Tech Law' in Nigeria. Although nascent, the Nigerian tech law space has grown in leaps and bounds over the past few years. I daresay that it can no longer be likened to "the law of the horse".

Technology law practice in itself is a diverse field that typically encompasses everything from privacy and data protection to fintech, intellectual property, among many other subsectors. I have had the privilege of practicing at some of the foremost law firms in Nigeria and would like to see more young professionals get into the space and exploit the many opportunities in technology law.

It is perhaps with this goal in mind and practical unwillingness to repeat the same advice to different young lawyers at different times that I decided to come up with this guide. The Guide will contain contribution from various young lawyers who share their experience practicing in various sectors within the ecosystem. It is my hope that the shared knowledge and experience from these amazing young lawyers will serve as a stepping stone for the lawyer of the future.

After all, to quote my father... "knowledge is like a penny on a busy market road, it may be picked up by the elderly or by the YOUNG".

Emmanuel Ido
ATOON





TECHNOLOGY LAW PRACTICE IN NIGERIA

Technology Law Practice in Nigeria



TECHNOLOGY LAW PRACTICE IN NIGERIA

The relationship between law and technology manages to be straightforward on the one hand and exceedingly complex on the other. Technology can be defined as the application of scientific knowledge for practical purposes, especially in industry. While “Law” when simply put, is the system of rules which a particular country or community recognizes as regulating the actions of its members and which it may enforce by the imposition of penalties.

It can be said that the law of technology refers to the system of rules that have been put in place to regulate the industrial application of scientific knowledge in a given society. The rapid evolution of technology has created a variety of exciting practice opportunities in the legal field which can be broadly referred to as “Tech law”. Technology law practice focuses on a number of issues, ranging from intellectual property to cybercrime to communications to data protection or efforts to regulate internet use.

Tech Law practice may still be considered to be a developing area in Nigeria. However, the recent fast paced development in technology has come with an increasing need for regulation which has also in turn served as a booster for the practice area. As of this moment, Financial Technology (Fintech) seems to be the most rapidly growing sector. According to African Private Equity & Venture Capital Association (AVCA) a total value of \$1.1 billion was invested in Nigeria in 2021. Another area which has seen a lot of interest is data protection and privacy. This sector has seen a lot of growth from the inception of the Nigeria Data Protection Regulation in 2019 to the creation of the Nigeria Data Protection Bureau in early 2022. Another driving factor for the growth of technology law practice in Nigeria is the recent interest in Africa from international technology giants such as Amazon, Meta, Apple etc. Ultimately, it can be said that Tech Law practice in Nigeria will continue to grow exponentially.

Technology
Law
Practice in
Nigeria



PRACTICING TECH LAW

A common misconception among students and young lawyers is that one cannot have a career in technology law without a scientific or technical background. In truth, although helpful, this background is not entirely required to practice technology law in Nigeria.

Another common misconception is the conflation of Technology Law and Legal Technology. It is pertinent to note that whilst the former is as defined earlier, Legal Technology on the other hand refers to the use of technology, to make the administration, study and practice of law much easier. Arguably, one of the best foundations for a student/young lawyer looking to practice Tech Law is corporate and intellectual property law. Intellectual property rights increasingly serve as the sole basis for most startup and technology-based businesses.

A basic knowledge of corporate law will also be required to advise businesses in this sector. There is opportunity for lawyers who have both a specialized knowledge of intellectual property law and an understanding of how to structure and finance new corporate or partnership ventures. Technology companies and ventures, will need to understand the laws governing their operation in a particular sector of the economy. Also, International technology companies looking to enter into the Nigerian market will require guidance on compliance with local laws. Local startups on the other hand may also need to attract the necessary funding and locate licensing partners to enable their businesses scale. In all of these instances, there is opportunity for lawyers with adequate expertise to advice clients as may be required. This is what gives birth to the role of young lawyers.



TYPES OF TECH LAW PRACTICE

As technology continues to develop, the requirements for lawyers in the space also continue to evolve. There are many different types of Tech Law practices, each requiring different skills, they include:

- Fintech
- Data Protection and Privacy
- Policy Advisory
- Working as an In-house Counsel
- Regulatory and Compliance
- Cybersecurity
- Product counsel etc.

LEGISLATIONS AND REGULATORY BODIES IN TECH LAW

LAWS	SECTOR	REGULATORY BODY
Nigeria Startup Act National Information Technology Development Agency Act National Office for Technology Acquisition and Promotion Act	Technology	National Council for Digital Innovation and Entrepreneurship. National Information Technology Development Agency. National Office for Technology Acquisition and Promotion
Nigeria Data Protection Regulation and its Implementation Framework.	Privacy/ Data Protection Law	Nigerian Data Protection Bureau
Nigerian Copyright Act Trade Marks Act	Intellectual Property Law	Nigerian Copyrights Commission Trademark and Patents registry
Companies and Allied Matters Act	Corporate Law & Corporate Governance	Corporate Affairs Commission
Central Bank of Nigeria Act Investment and Securities Act Money Laundering Prohibition Act Banks and Other Financial Institutions Act	Finance	Central Bank of Nigeria Securities, and Exchange Commission
Federal Competition and Consumer Protection Act	Consumer Protection	Federal Competition and Consumer Protection Commission
Nigerian Communications Act	Telecommunication	Nigerian Communications Commission

It may be worthy to note that the regulators are empowered to make regulations that are relevant to their sectors. It is also worthy to note that the above table is not exhaustive, for more information on relevant laws and agencies see item 1 in our “List of Resources” page below ⁽¹⁾.

MEET THE CONTRIBUTORS



Oluwaseun Joshua Ayansola - "Sage"
MLF Candidate, University of Oxford.
Ex. Aluko and Oyeboode.



Imade Iyamu
MBA Candidate, Columbia Business School.
Ex. Legal & Compliance, Mono



Tobenna Igweonu
Legal Counsel - Quidax.



Motunrayo Ope-Ogunseitan
Data Protection Business Specialist
Ex Aluko & Oyeboode



Laura Osayamwen
Head of Legal and Regulatory Compliance,
Roqqu



Joyce Edolor
Compliance Officer, Dojah



Pearlé Nwaezeigwe
Ex. Tiktok



Ilamosi Ekenimoh
Privacy Policy Manager, Africa at Meta



Destiny Ogedegbe
LLM Candidate, Harvard Law School



Ridwan Oloyede
Co-Founder, Tech Hive Advisory



Temitayo Ogunmokun
Privacy Expert, Phillips



Oskar Umoinyang
Google Cloud Consultant: GFT Limited
LLM Data Protection & Intellectual Property
University of Hertfordshire



Chioma Onwuzulike
Made by Many



Jesutooni Ajiboye
Columnist, Nigerian regulations.
(regulations.substack.com)

Meet the
Contributors



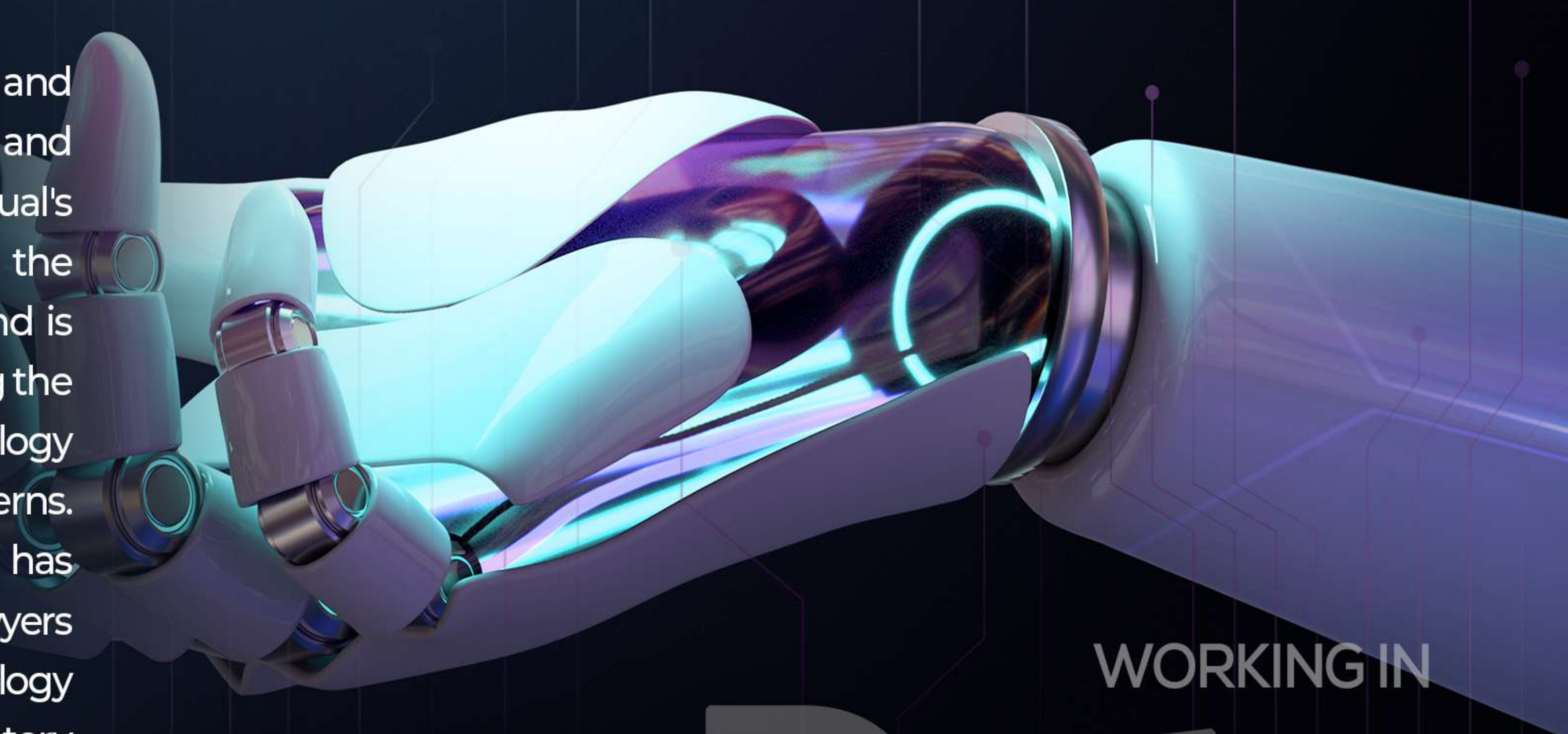
Roles for Lawyers in Tech Law

This section will feature interviews from our contributors who detail their experience in the sector.



WORKING IN DATA PROTECTION

Data protection refers to a set of strategies and practices that apply to systems, practices and operations designed to safeguard an individual's personal data. Data is considered to be the lifeblood of most technology companies and is often referred to as the new gold. Processing the personal data of individuals by technology companies tend to raise privacy concerns. Consequently, the data protection sector has evolved almost as rapidly as technology. Lawyers are often required to assist technology companies in meeting the regulatory requirements where data protection is concerned and ensuring that the data and privacy rights of individuals are protected during processing.



WORKING IN

Data Protection



Ridwan Oloyede

Co-Founder, Tech Hive Advisory

Can you give us a bit of a background about yourself?

I am the co-founder of Tech Hive Advisory, a technology policy advisory and research firm, where I currently lead the technology policy team, and before that, I led the data protection team. Before Hive, I worked in three law firms straddling litigation and commercial practice. Currently, I work around digital health policy, digital ethics, regulatory intelligence and cybersecurity law. Also, I am a researcher with published works in different thematic areas of internet governance issues.

Alongside my work experience, I am a Fellow of Information Privacy with the International Association of Privacy Professionals (IAPP), a Research Fellow at the African Academic Network on Internet Policy and listed as an expert at the Data Protection Unit of the Council of Europe. In addition, I serve as a board member, trustee, or member in various interest groups.

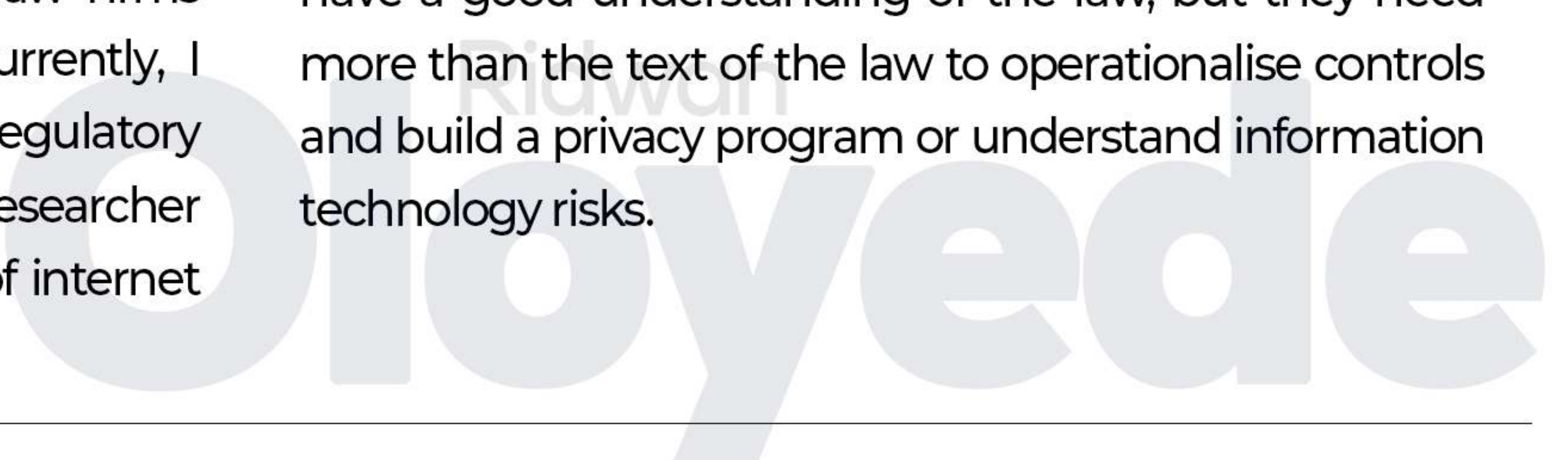
What does working as a Data Protection Officer/Privacy Professional entail?

There is a joke in the privacy community that the response to every question is “it depends”. To navigate, it is important to understand data protection laws and have experience assessing information technology risks and best practice mitigation. Other relevant skills are Interpersonal flexibility and ability to effectively communicate with relevant business functions, ability to manage own professional development, ability to perform the role with minimal supervision and independence, ability to break complex concepts into understandable basics, and the patience to handle multiple requests and complaints. In addition, being a DPO entails the ability to train others and avoid conflict between existing roles and DPO functions, where one has to wear two or more hats.

Importantly, the role demands that you advise your organisation to do the right thing while balancing commercial interests. It is not always the easiest conversation. Also, the job description and the size of the responsibility are enormous. For example, as a DPO, you are responsible for building and maintaining a privacy program, keeping tabs on regulatory changes, contributing impact assessments, and keeping tabs on data subject requests, and complaints, among other things. However, some variables determine if the experience will be great or not. For instance, working with an organisation that gives you all the support you need for the role makes the job easier.

Is working as a data Protection officer reserved exclusively for lawyers?

No. The domain is open to anyone who can demonstrate competence. So, for example, lawyers can have a good understanding of the law, but they need more than the text of the law to operationalise controls and build a privacy program or understand information technology risks.



Did you originally want to work in the Data protection/privacy sector?

No. I was not clear about what I wanted at the early stage of my career, but I had a long list of things I did not want to do. However, I have had a long-term affection for technology and its intersection with policy. For example, I wrote my undergraduate project on stem cell technology. Luckily, I joined Farnsfield Solicitors in 2017, where I was allowed to set up the firm's privacy and technology law practice, which I led till my exit. That allowed me to express myself and do the things that I love. I remain grateful for the opportunity.

What did you think led you to this career path, when did your interest in data protection/privacy grow?

Curiosity and boredom. Interestingly, my earliest exposure to data protection and privacy was in 2015 through some massive online open courses (MOOC) I did during my service year. I worked as a litigation counsel in a core litigation law firm which I was good at but did not love. So I channelled my energy into the MOOCs – looking back, it was more of displeasure. But I was also vested in other thematic areas like cyberwarfare, digital ethics, internet governance, digital health, cyber forensics, cybersecurity and even IP. I currently do every other thing except IP.

I wrote my first research paper on data protection in 2017, where I looked at the Credit Reporting Act through a data protection prism. After that, I contributed to a lot of online conversations. By the end of 2017, I had clarity about what I wanted to do and saved enough to take my first international certification in early 2018, which at that time was me trying to validate what I knew and if I could compete globally. That view changed over time. I will say it got easier from there.

What would be your tips for young lawyers that want to work in the Data Protection/Privacy sector?

Interesting to see increasing interest in the space; I hope the ecosystem gets big enough to create the right and quality opportunities for people to find expression for their passion. First, I always say the priority should be learning the fundamentals and learning correctly. A two-hour course does not confer proficiency. Take those free MOOCs, join those webinars, join good communities with credible professionals, write, and speak if you have the opportunity. Get invested in development from other countries - the benefit is immense. Do internships if you can get a good one; it helps with practical experience. Take credible certifications when you can afford one or more.

Learning is endless and limitless. In privacy, there is always something new – a new law, guidance or guideline, a declaration, an agreement, a guide, a decision from the court or data protection authority, a scandal or product. So please don't stop learning. Finally, turn on your LinkedIn job notification; there are a lot of roles, hybrid and remote, opening up in other markets.

What are your predictions for tech law/data protection/privacy in the near future?

We have not scratched the potential fully yet. There are few quality opportunities around, and you can count the number of privacy-specific recruitments. However, my prediction is that there will be an increase in opportunities when the country properly enacts a federal law with an independent authority with the competence to do its job. Also, the increasing amount of countries enacting and enforcing their data protection laws globally will force local organisations to step up.

I envisage a future where companies do not just lump data protection duties into legal or compliance functions for convenience but hire specifically for it or empower those designated to do the job. As I mentioned, the size of the responsibility is enormous.

Any courses, programs, books, or certifications you would recommend for young lawyers?

Because of the global validation, I recommend the International Association of Privacy Professionals (IAPP) certification and Maastricht University program. Importantly, the Certified Information Privacy Manager certification from the IAPP helps a lot with learning about the day-to-day management of privacy programs, and it is jurisdiction neutral. However, I acknowledge they are quite pricey.

Nonetheless, there are a lot of MOOCs on different platforms that they can take advantage of. I also compiled a free toolkit⁽¹²⁾ in 2019 that they may find helpful. I suggested a few books and courses in the toolkit.



Temitayo Ogunmokun

Privacy Expert, Phillips.

Can you give us a bit of a background about yourself?

I am Temitayo Ogunmokun, a Nigerian lawyer, global privacy specialist and information security professional. I attended the Obafemi Awolowo University (OAU) and the Nigerian Law School NLS for my LLB and BL respectively. I practised at a commercial law firm in Nigerian for a few years before pursuing an Advanced LLM in International & European Law with specialisation in Data Law at the Institute for European Studies (now Brussels School of Governance) in the Vrije Universiteit Brussels, Belgium. I worked as a legal counsel at a commercial law firm in Belgium before joining the global consulting firm, Ernst & Young (EY) in Amsterdam,

Netherlands as a Privacy & Information Security Consultant, where I currently work. I have been certified multiple times as a privacy specialist (FIP, CIPM and CIPP/E) by the International Association of Privacy Professionals (IAPP), and I am also jointly certified as a lead auditor and lead implementer for the Information Security Management System (ISO 27001) standard.

Your career path is a rather interesting one, what led to it?

It is an uncommon path for Nigerian lawyers admittedly given that it combines law and technology, but in reality, it was inspired by an unwavering desire to succeed and thrive anywhere I find myself. My career is the result of boldly taking on the unknown, making hard decisions, recognising opportunities, leveraging professional communities, and simply doing the work at all times necessary. I had some ancillary experience in data protection in Nigeria but when I left for my masters, my initial choice was a specialisation in business law. When I arrived in Europe, I assessed the labour market and realised that it was tougher to break into than I imagined due to a couple of professional and social barriers. I was a black, African, English speaking, foreign qualified, common-law trained attorney in a conservative civil law jurisdiction with 3 official languages, none of which was English. My African name, accent and foreign work experience were also limiting factors in a society that was wary of foreign professionals and had implemented stringent barriers to keep them at bay (no post study visas, high expatriate salary baselines, strict work sponsorship requirements, etc) as is common in Europe.

It didn't help that that were a lot of discouraging advice from those that had treaded the same path and failed but I had always been keen on an international career. It was therefore a no-brainer that I had to acquire skills that were internationally in demand in order to accomplish my goal. Fortunately, the programme I was pursuing offered a focused curriculum in Data Law as one of three specialisations. I had several conversations with my professors and other established professionals in the data protection space in Europe on the matter, and decided to make the transition from business law to data law in-programme. The rest as they say is history. My experience in information security came down the line in my career, specifically from my primary engagements at my current role.

How easy was it to transition into practice outside the country?

Simply put, it wasn't. Bear in mind that I was an immigrant minority who set out to become an expert with international competence in an industry I wasn't too familiar with, and in a strange country with several working languages I couldn't speak or understand (French, Dutch and German). More-so, Belgium did not offer post study visas to international students then, so I had only one year to figure it out or end up right where I started. I knew I had my work cut out for me from day one and I threw myself into it fully. Admittedly, it was tough combining the rigours of an advanced LLM in which I was a class representative, student jobs and prospecting for expatriate opportunities, but I was clear on what I wanted at the end of the programme, and I wasn't going to relent until I got it. They say you when you make a hundred shots, you could miss ninety-nine and make one, but you miss all the shots you don't take. So, I consistently consulted mentors, colleagues and friends, connected with random strangers that were doing something similar on LinkedIn and asked for help or advice, volunteered at related roles, applied everywhere for traineeships, internships, jobs, wrote and collaborated with colleagues on articles, reports, journals, handbooks, etc. and whatnot. After all, I had nothing to lose and plenty to gain. While I was doing all of these, I was also studying for my data protection certification exams. There were several disappointments along the way, but I wasn't deterred. I simply focused on the knowledge that I only needed one yes to overshadow all the rejections and I had to be ready for it when it came. It finally did come, and yes, I was ready. I haven't looked back since then.

What is your outlook on the data protection space?

Data protection is a rapidly evolving practice that requires you be on your toes and be abreast of latest developments as a practitioner. My favourite industry tip is that at its base, the laws, regulations, standards, industry practices that make up the data protection framework of different countries globally, are quite similar. Considering that Europe has an advanced framework that serves as a model for a lot of countries, any privacy professional who is substantially familiar with the European framework would easily fit into any market irrespective of language or jurisdiction, and would be internationally employable. Opportunity wise, we have barely scratched the surface as the demand for data protection specialists is witnessing a massive jump and will predictably remain so for a long time.

Are there a lot of opportunities for young lawyers in data protection outside of Nigeria?

Yes, there are. The proverbial harvest is plenty, but the workers are few. I believe that one can always land something good with hard work, dedication, ambition, strategic positioning and a little bit of luck. Data protection practice is similar in most places globally. Even better, the Nigerian privacy landscape is modelled on the EU's, which influences other privacy models including those in North America, LATAM and EMEA. Therefore, Nigerian privacy practitioners already have an edge outside the country by virtue of their background. They just need to leverage it, build on it and tailor it to demands of the foreign market. The industry places a premium on hands-on work experience due to the sensitive nature of relevant roles, but this can be acquired from volunteering, internships and traineeships, with which a case can be made for more permanent roles down the line. The industry also recognises hard work, a desire to learn and competence. Hence, the more you develop yourself professionally and gain more experience backed with certifications, the more relevant opportunities come your way. It is tough work but if you put your head down and commit to it, reward is certain. It is crowded at the bottom of the ladder, but it gets easier the higher you climb. If I could do it, you can too.

What would be your tips for young lawyers that want to follow a similar career path?

In summary, 5 things: (1) Specialisation: the practice of data protection requires dedicated attention due to the sensitive nature of your day-to-day activities on the job. It is not a career that can be easily combined with other practices, else you wouldn't be considered a specialist and unfortunately, on an international level, the industry exclusively engages with specialists for important projects. Therefore, you want to be known as a data protection professional exclusively, and not as a general practice lawyer who practises data protection by the side, and your CV must reflect this impression. (2) Certifications: in an industry where most of your competitors have similar academic qualifications as you, recognised data protection certifications give you the edge that you need. While they are not exactly an accurate measure of competence, they will get you the right type of attention and may get you a foot in the door. I would recommend that enthusiasts go for the most prestigious in the industry i.e., those issued by the IAPP. (3) Networking: one of the most effective ways to get

opportunities in the space is to actively to seek out individuals and communities and communicate with them professionally. Don't be shy or afraid to reach out to strangers for advice, tips, resources, internships or job opportunities. Many experts understand the struggle at the initial stages and are willing to help however they can. (4) Visibility: the quickest way to be recognised as a data protection practitioner is to be visible by speaking and writing on the subject through any means necessary e.g., articles, blogs, radio, tv or social media including LinkedIn posts and engagements. The industry is a rapidly evolving space, especially on the international level. Therefore, ensure that whatever information you are communicating is accurate and current. (5) Graduate degree - on a personal level, I would recommend getting a foreign master's degree on the subject or a related field that incorporates tech law as a curriculum if you can afford it. It's arguably the fastest and easiest way to break into the industry on an international level.

What are your predictions for lawyers in Data protection practice soon?

Again, I think career wise, we are yet to scratch the surface of the career potential the industry offers, especially for lawyers. Given that the global regulatory framework for data protection basically comprises laws, regulations, standards, industry practices that are quite similar at the baseline irrespective of jurisdiction, lawyers are best positioned to make the most of it by simply leveraging their legal training and experience in other industries. It is no surprise that many of the Data Protection Officers, Chief Privacy Officers or Chief Information Officers of most organisations have legal backgrounds because there is a general presumption in the industry that lawyers are best suited for these roles. There is a growing community of Nigerian lawyers cum privacy professionals engaged as highly skilled expatriates across Western Europe and the US. It is hoped that as more Nigerian lawyers acquire competence in the laws of other jurisdictions and complement it with specialisation in data protection, they will continue to find more opportunities in the industry, locally and in the international market, and establish themselves as reputable experts.

What are the soft skills you think may be needed to excel in the profession?

The early stages can be somewhat tough but staying hungry, humble, focused, open to learning, keeping your head down and doing the work will get you there. Try to progressively acquire a grounded understanding and mastery of concepts, rather than a superficial reputation of expertise. Put out content as your competence grows. It is a sprint, not a marathon.

Any courses, programs, books or recommendations for young lawyers that want to work as a DP lawyer?

I would recommend starting by looking up GDPR focused courses on online learning platforms such as Coursera, Alison and Udemy. Best start with the basics that analyse domains in data protection e.g., legal bases, principles, consent management, data subject rights, international data transfers, sanctions, etc, from an advisory perspective before delving into more complex topics and implementation. More online resources on these subjects can be found on the online resource centre of the IAPP or the website of the data protection (ICO) to expand your knowledge. There is an excellent self-starter kit⁽¹³⁾ that was compiled and published by a friend and colleague, Ridwan Oloyede. I'd also recommend attending related events, taking on speaking opportunities and joining online conversations on the subject. Finally, try to get a foreign LLM on the subject if you can.

WORKING IN FINTECH

FINTECH

The word 'Fintech' is a result of the fusion of the words 'Financial' and 'Technology'. It is used to describe new technology that seeks to improve and automate the delivery and use of financial services. At its core, fintech is utilized to help companies, business owners, and consumers better manage their financial operations, processes, and lives by utilizing specialized software and algorithms that are used on computers and, increasingly, smartphones. Nigeria's Fintech sector is one of the fastest growing in Africa.

It is estimated that the revenue from this sector will reach \$543.3 million in 2022 which is higher than the \$153.1 million that it was in 2017. Presently, there is no single or unified legislation regulating fintech operations in Nigeria. The sector is currently regulated by a confluence of laws, policies and regulations. The Central Bank of Nigeria (CBN) is the principal regulator and has enacted several guidelines and regulations for the monitoring of financial services in Nigeria.





Oluwaseun Joshua Ayansola -“Sage”

MLF Candidate, University of Oxford.

Ex. Aluko and Oyebode.

Can you give us a bit of a background about yourself?

My name is Oluwaseun Joshua Ayansola (more commonly known as Sage). I am the Founder of Commercially Aware and Emerging Law Career Academy. I previously worked as an Associate in the Banking & Finance and Financial Technology (FinTech) teams of Aluko & Oyebode, a full-service commercial law firm in Lagos. I was also seconded to MTN Nigeria Communications Plc (MTNN) where I provide legal support to MTNN’s Corporate Treasury Unit.

Before I joined Aluko & Oyebode, I gained graduate internship experience at KPMG, PwC, the Africa Finance Corporation, RMB to mention but a few.

What does working in your role entail?

As a banking & finance and fintech lawyer, I regularly advise local and foreign financial institutions, fund managers, fintech start-ups and corporate clients generally on big-ticket secured lending transactions, acquisition financing, banking and fintech regulation and market-defining infrastructure and project finance transactions throughout the continent and beyond.

On banking and finance transactions, I am typically responsible for conducting due diligence on the borrower (where the firm is acting for the lender), preparing the first drafts of the security documentation including the deeds of share charge and the deed of all assets debenture or composite security deeds. After my first year, I began preparing first drafts of Nigerian law governed facility agreements and/or first review of the English law governed facility agreements (which are usually drafted by English counsel).

During my first year, I was also typically responsible for managing the conditions precedent (CPs) process on most financings. The CPs are conditions which parties have agreed must be satisfied before the transactions can reach financial close or before the lender can disburse the loan to the borrower. CPs are typically contained in Schedule 2 to the facility agreement. The most common types of fintech work in the market now are acquisition financings, mergers and acquisitions, compliance and advisory work. Acquisition financings also commence with due diligence to documentation and CP collation. On M&A deals, depending on which side you are acting for (buyer or seller/vendor), responsibilities include conducting due diligence (which could either be a vendor (seller) due diligence or a buyer due diligence), drafting/reviewing the share purchase agreement or asset sale agreement among other agreements, collating CPs to completion and managing the post-competition approval processes among other things.

Finally, fintech advisory involves mostly opinion writing. This requires a good knowledge of the Central Bank of Nigeria (CBN) circulars which regulate the fintech industry and players in Nigeria and sometimes the Securities and Exchange Commission circulars, the Investments and Securities Act, the Nigerian Data Protection Regulation among other relevant laws.

Did you originally want to work in the Fintech, banking and finance sector?

Yes. Before law school, I had the opportunity to intern in non-law firms, including investment banks, accounting firms and a development finance institution. My experience interning at these organisations revealed that I still loved the law, but I wanted a practice which was as close to investment banking and finance as possible. That was how my journey into banking and finance started. Thanks to the pandemic I have only done banking and finance work since I joined my firm.

What did you think led you to this career path, when did your interest in Fintech grow?

Fintech chose me before I chose Fintech. The senior lawyers within my firm regularly encouraged younger members of the firm to take the lead on this practice area because of our proximity to this market and ease of networking with the fintech founders who are within our age bracket. Fintech presented a great opportunity to become an expert in an emerging area which is dominated by people in my demographic. I began reading more and paying more attention to Fintech related news and started doing more work for the Fintech Team. It was not long before I was identified as a key member of the team. I found the following newsletters extremely useful and they certainly grew my interest in Fintech: Tech Crunch, Tech Point, TechCabal, Finimize, Rencap Fintech Newsletter among others.

What would be your tips for young lawyers that want to work with a similar career path?

Read, read, read. There are limited resources out there for Fintech lawyers. So, you must be intentional about self-development. A good place to start will be to familiarise yourself with relevant CBN circulars which affect the Fintech industry. Visit the CBN website, click on the circular section of the site and type 'electronic' as the keyword in the search field. You can continue to navigate the circulars until you have immersed yourself in them. Circulars on microfinance banks are also very relevant because most fintech companies are trading under microfinance banking licences. There is also the new trend among telecoms operators obtaining the payment service bank and super-agent licences such as MTN and Airtel.

What are your predictions for fintech law practice in the near future?

My prediction for the fintech/tech law practice in the near future is that it will be one of the most important practice areas of every law firm around the world including Nigeria.

The reason for this is not hard to seek. Technology will not become a new sector; it will simply disrupt existing ones. As such, there will be technology in everything – edtech, agritech, robotech, Insuretech, fintech (which is simply the use of technology disrupt the financial services sector). The future of everything including financial services is tech and as such I have no doubt that fintech law or tech law generally will be an important practice area in the future for most law firms.

What are some of the most exciting things you've worked on, wherever confidentiality permits lol.

The most exciting financing transaction I have worked on involved lending by a development finance institution to a gold mining company in Nigeria. The value of the deal was up to US\$110million and the deal was awarded Project Finance Deal of the Year in 2020. On the fintech arm, I was involved in advising on the business model of home financing company. It really underscored the value of our work as lawyers and how much impact we can make if we give useful and commercially relevant advice.

What are the soft skills you think may be needed to excel in the profession?

Networking and presentation skills are very relevant soft skills to possess. Your ability to work a room. You must also remember not to network vertically only but also horizontally, with your peers who will be leaders of their industries in the future (catch them young).

Any courses, programs, books or recommendations for young lawyers?

There are useful courses on Coursera and Udemy on Fintech. The Corporate Finance Institute also has some free courses on introduction to corporate finance and other relevant subjects. The Emerging Law Career Academy also organises quarterly workshops on these emerging areas of law including Tech Law & Policy, Fintech, Blockchain & Cryptocurrency law among others. You can reach out to me if you would like to register for any of these classes.

Twitter: ojayansola

Instagram: o.j.ayansola

LinkedIn: Oluwaseun Ayansola (Sage)



Imade Iyamu

MBA Candidate, Columbia Business School.

Ex. Legal & Compliance, Mono

Can you give us a bit of a background about yourself?

My name is Imade. I joined Banwo and Ighodalo straight out of law school and in my time there, I worked on some of the biggest landmark transactions in the continent and advised several multinationals and behemoth tech companies. But in that time, I also personally got deeply involved in the African tech ecosystem, made a lot of friends and connections, and fell in love with the idea of bridging tech and law.

I then worked as the head of Legal and Compliance at Mono, a YCombinator portco that's a leading player in the open banking industry. I'm also super active in community

development work. I'm a Carrington fellow of the US Consulate and a McKinsey Next Generation Women Leader. I started Fintech Lawyers Collective (FL) this year with 2 people I respect (Jesutooni and Andrei), as a community for the growing number of lawyers working (or interested in working) in tech.

What did working as an in-house counsel entail?

It's about proactively anticipating the needs and risks of the company you serve. While working in a law firm gives you breadth and coverage of several industries and geographies, working in-house gives you a rare depth. So it's important to work for a company whose line of business genuinely interests you or you'll quickly be miserable.

Working in-house means prioritizing the commercial and business needs of your company. It's easy to say "no we can't do it because it's against the law", but so what? What solution are you preferring, because the company cannot just stand

Did you originally want to work in the Fintech space?

I graduated knowing I wanted to specialize in finance in some form or the other. I loved the 'Corporate Law Practice' course in school (had an amazing lecturer), and I had already taken my first ACCA exam. The firm I joined was also well known in the market for its extensive Corporate and Securities practice.

What did you think led you to this career path, when did your interest in Fintech grow?

Specializing in tech and startups was totally fortuitous. I happened to work on a lot of big-ticket (million- and billion-dollar) transactions. I was a founding member of the firm's Fintech and Startups team, then I was selected for a venture capital fellowship in the UK, which deepened my interest even more. At the same time, I started using social media and connected with so many people working across the tech space - design, growth, product, etc. This was all happening against the backdrop of a great fintech boom in Africa. Investment was pouring in and regulators like the CBN were watching closely and coming out with new regulations almost weekly. There was an obvious need for legal professionals versed in the industry's nuances. So, opportunity met preparedness.

What would be your tips for young lawyers that want to work with a similar career path?

Learn as much as you can about the industry. The most obvious place to start is the anatomy of a term sheet (lawyers are needed when tech companies raise) and CBN regulations (especially concerning MFBs and PSPs). Network,

especially with people outside of law. And look out for opportunities. You don't have to go in-house immediately - try to be the 'tech' person at your firm so they naturally rope you in on such transactions as they come. Steady deal flow. Also, join communities like FLC and contribute. Be known in your industry as a value provider.

What are your predictions for fintech law practice in the near future?

It's a very 'wild wild west' state right now, but I expect terms and standards to stabilize in the coming years as the industry matures, and as both founders and employees of startups become more and more law-savvy. Once that happens we can expect to see more of homogeneity of recruitment processes, work conditions and, compensation for tech lawyers. Right now, you're pretty much on your own and you get what you individually negotiate for. But with communities like FLC, where we share salary expectations, perks, etc, we can start to piece together a baseline or floor for minimum expectations for lawyers in tech companies.

What are some of the most exciting things you've worked on... wherever confidentiality permits lol.

This is hard lol. The most exciting transaction I've worked on has definitely been working on the raise that led to the fastest African company to hit unicorn status. Also excited to have worked on Mastercard's investment in Airtel Africa (Bharti Airtel) and the restructuring of its mobile money businesses. Seeing the headlines of the final approvals for Smartcash PSB was truly the icing on the cake for me. Working with global tech companies like Microsoft, TikTok and Spotify was also amazing.

At Mono, I worked on the legal and regulatory intricacies of our expansion in terms of geography (into multiple African countries in every region of the continent) and in terms of product (payments, issuing). Also worked on what I consider to be the most employee-friendly equity compensation structure in a Nigerian startup. There's a lot to look forward to.

What are the soft skills you think may be needed to excel in the profession?

Creativity, definitely. A lot of structures aren't in place, there's a lot of 'unsexy' patchwork under the hood. You need to be able to think differently to make it work and still provide for downside protection. Other things like being a genuinely good person and being comfortable with being uncomfortable, help too.

Any courses, programs, books or recommendations for young lawyers?

Venture Deals by Brad Feld and Jason Mendelson is the ideal starting point. It's written for founders, but I think it's also perfect for lawyers. There's also a Venture Deals course that runs every summer and fall. It's free, look out for that. Beyond that, just be very curious and interested in learning. Take a SAFE and tear it apart - read through carefully, look up any word or term you don't understand, ask why is this there instead of that, study till you can explain it to an infant. I can't stress this enough: join a community of like-minded people.



WORKING IN HOUSE

An in-house lawyer is an employee who works as a lawyer for an organization or corporate entity. In this case, the in-house lawyer is considered to be an employee of the organization and will primarily serve and attend to the legal needs of the business. The in-house counsel acts in a professional capacity as a lawyer and, as such, is subject to the rules of professional conduct of the Nigerian Bar Association.

Due to the proliferation of startups and tech companies, there is an increasing need for in-house lawyers to guide the organization and provide internal legal advice useful for the day to day running of the business.

WORKING **in house**



Motunrayo Ope-Ogunseitan

Data Protection Business Specialist

Ex Aluko & Oyeboode

Can you give us a bit of a background about yourself?

My name is Motunrayo. I am a Privacy Professional and TMT Attorney with 5 years experience across Europe, the Middle East and Africa. I currently work with the Data Protection Business team of a global diversified investment conglomerate in Dubai .

I began my career at Aluko & Oyeboode, and subsequently worked with a startup for a year, before transitioning to my current role.

I believe Aluko & Oyeboode largely shaped my career trajectory; and at the same time, working with a startup helped me understand the intricacies of building a business ground up. Working at the law firm, I advised several multinational technology companies on their businesses across EMEA, responded to government queries on their behalf, advised and assisted in obtaining licenses and permits, supported their various partnerships among other things. At the point when I started my career, technology advisory wasn't very trendy. The major areas of practice were capital market, banking and finance, general business advisory or litigation. However, despite my stints with some of the other teams, I really liked what I was doing, and I saw that technology was going to dominate the market very soon, so I persisted. I was genuinely interested in technology; I was curious, very creative, understood technical concepts very fast and I think clients and my boss could see that I was a great match. Till date I am very grateful to have been placed in the TMT team because I would have been so bored in other teams. I also think I was very lucky to have started my career in a top law firm because we were actively engaged by high value clients and there wasn't any exceptional transaction happening in the media or technology space that we didn't know about.

I specifically really enjoyed my work in data protection over the years, so much that some colleagues called me "the Privacy babe" in the firm haha. I decided to give it my full attention and now I work as a Data Protection Business Specialist.

Working in-house or law firm, which do you prefer?

I think that both have their perks, and it all depends on the stage that you are in your career. I believe there is a time for everything; there is time for you to stay in a law firm, develop and hone your skills so that when you eventually go in house you can stand on your own. As you grow in your career, the stakes become high because you must be 100% sure of your output, especially when you're leading a team. You don't have a partner to review your work or colleagues you can run it through as much as you do when you're in a law firm, so I always recommend that you do some good work in a law firm and then you can leave when you're absolutely sure you can stand on your own. Working in law firm also gives you access to a wide variety of clients which is very instrumental in building your experience and

exposure - you learn how to respond to various industries and can thrive wherever you subsequently find yourself. Different work experiences have challenged me in different ways to be honest, and I just enjoy the process - all of it.

What did you think led you to this career path, when did your interest in Tech grow?

After law school I wasn't sure what exactly I wanted to do with law – I assume that was most of us, but as soon as I started working, I fell absolutely in love with the areas I was advising on – Privacy and data protection, Cloud-computing, Technology Infrastructure, Licensing and Regulatory approvals, Technology Partnerships, Product development and Compliance etc. It feels terrific when you work on products or offerings, and you watch them come alive and people actually download the apps and talk about the infrastructure and everything. A strong part of this is trusting the process and just knowing you'd end up where you are meant to be, I think that happened for me, and I am still in the process.

What would be your tips for younger lawyers that want to work with a similar career path?

I am happy that more lawyers are now interested in tech, it makes me smile. Although I always try to emphasise that genuine interest and passion is important, not just chasing the bag or what seems to be trending, I acknowledge that people develop interest along the way.

The best advice will be to find a great firm that handles a lot of top clients and transactions, that's undoubtedly the fastest way to learn. Also, understand that you can not rush your process, you need to take the time to learn and be true to yourself about what you know and how much you still need to learn. A lot of people project more than they actually know – and all that pressure is not necessary, just chill and take your time. Our generation wants to plant and harvest instantaneously, but it most likely would not happen that way. So, build genuine interest, gather experience, stay on top of trends in the sector, and get ready so opportunities meet you prepared and competent.

What are your predictions for tech practice in the near future?

I have been advocating for tech law to be taught as an elective course in Nigerian universities and will continue to push for that as much as I can. I think it will happen soon, there are so many opportunities, so it is only right. A lot of tech companies will require more informed lawyers – lawyers that are tech-savvy and understand the products and business thoroughly, not just the legal aspects. Lawyers are a crucial part even in the formation of a product, so I think it will be a gold-mine for brilliant, creative lawyers who are flexible, curious and passionate about the industry.

What are some of the most exciting things you've worked... wherever confidentiality permits?

I have worked on some interesting transactions – Not sure how much I can disclose. I worked on the Google Equiano Submarine Cable Infrastructure project, the launch of Apple TV, Spotify's entry into Nigeria, Orange's investment in Youverify, the Google g-station free wifi project, Amazon snowball to mention a few. I also represented Microsoft on the lease of its new stunning office space in Lagos, seeing that office space makes me so happy haha.

What are the soft skills you think may be needed to excel in the profession?

- Any courses, programs, books or recommendations for young lawyers?

We are all still learning, but I think it helps to make sure you are genuinely interested or likely to be interested; interest can be a soft skill lol. There are other amazing areas of law that still exist outside tech, so explore your options and interest very intentionally. Be inquisitive; you need to desire knowledge on how things work behind what the average person sees, be creative; clients love a problem solver. Do not be pessimistic or insistent that something can not work, because these tech guys always find a way to make it work lol. Yeah, and just take it easy on yourself. We are all still in the process of becoming something. I am sure you'd find your path eventually.

Ope-
Ogunseitani
Motunrayo



Tobenna Igweonu - *Legal Counsel – Quidax*

Did you originally want to work as a fintech lawyer?

Noooo, leaving law school, I thought litigation was for me. I worked with Aluko & Oyebode. I started in the dispute resolution practice of the firm but I switched to the Telecommunications, Media, Entertainment and Technology practice of the Firm. To date, I think that has been the best career decision I have made. I also worked in the Startup practice of the Firm before joining Quidax.

What did you think led you to this career path, when did your interest in tech law grow?

My interest grew in 2019. I worked on a fund raising on the VC side and I was exposed to how technology was being used to change things. That transaction influenced my decision to stay in the space.

What would be your tips for young lawyers?

I think hardwork and passion makes you continue on even very difficult days. That is something that I would always recommend.

-What are your predictions for tech law/other emerging areas of law in the near future?

Tech would continue to evolve. I believe a space to watch out for is the telco PSBs. I strongly believe that it is the key to revolutionizing the tech ecosystem, particularly around financial inclusion. More customers, more service offering, more job opportunities etc.

Can you give us a bit of a background about yourself?

My name is Tobenna Igweonu. I am the Legal Counsel for Quidax. I do “everything” on the legal side for Quidax. I also assist with Compliance.

What does working as an in-house lawyer entail?

It requires speed and tact truthfully. The average tech bro is really innovative and wants things done yesterday. So you really need to be abreast of laws that affect their business and the ecosystem generally.



WORKING IN COMPLIANCE

There are a number of regulatory requirements that all businesses are required to comply with. Specifically, within the technology ecosystem, each subsector has a wide range of regulatory requirements of which a failure to comply with may lead to sanctions and penalties.

Compliance officers assist business organizations with their regulatory obligations help by staying up to date on federal, state, local and internal laws, bylaws and policies. Working as a Compliance officer is a diverse role and it is not reserved exclusively for legal practitioners. A number of technology companies often require the services of a compliance officer and in some cases this role is often merged with a legal role within the organization.



WORKING IN
compliance



Laura Osayamwen

Head of Legal and Regulatory Compliance, Roqqu

Can you give us a bit of a background about yourself?

My name is Laura Osayamwen, I got my LL.B from University of Benin and was called to the Nigerian Bar in 2017. I started off my career working as an associate at a Law firm in Lagos and I currently work as the Head of Legal and regulatory compliance for the Biggest Indigenous cryptocurrency exchange in Nigeria, Roqqu.

What skills do you think are most important in compliance?

Critical thinking and analytical skills, attention to detail, problem solving skills and adaptability amongst a host of others.

what are the biggest challenges for lawyers that are looking to work in compliance?

The ever changing scope of what laws apply and modifications of internal policies as a response to these changes. Compliance officers are expected to act as top level advisors to their companies and so there's also knowing what

you need to know and how to apply what you need to, the certifications to get and the peculiarities of the area you decide to specialise in.

What would be your tips for young lawyers that want to follow a similar career path?

Do not be afraid to try new things: there's so much compliance offers from Monitoring, auditing and reporting to Privacy law and data protection, the list is endless. Learn all you can, while you can. Also, ask questions, make connections, find out what certifications you need to thrive in your chosen field.

What are your predictions for lawyers in compliance roles in the near future?

I believe Regulatory compliance field will unfold even more in future and Lawyers who keep abreast with this use it to their advantage.

What are the exciting aspects of your work?

Research and Learning. Working for a cryptocurrency exchange in a country that frowns against Cryptocurrency can put you in a spot where you are constantly on your toes, learning, researching on applicable laws especially as it pertains to financial services and making sure that whatever happens, you are always on the right side of the Law; whatever little regulations apply to the field.

What are the soft skills you think may be needed to excel in the profession?

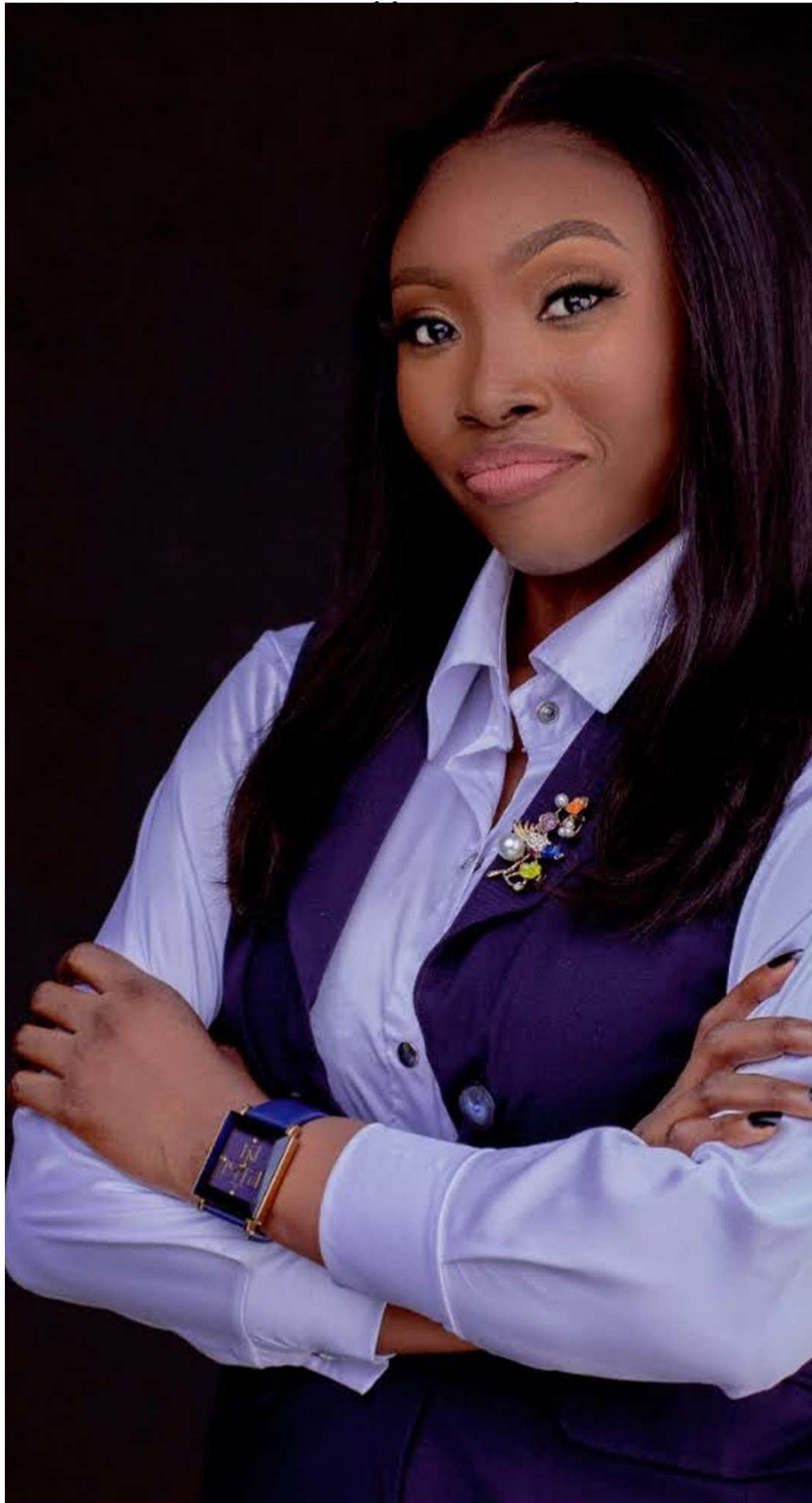
Interpersonal skills and networking. Compliance is a wide area and you will need a lot of guidance especially if you are new in the field.

Any courses, programs, books or recommendations for young lawyers that want to work as a compliance officer?

Some regulatory compliance courses can be found on Coursera, Udemy and Udacity. Some of my favorites from Coursera are Fintech Law and Policy, Effective Compliance programs, Privacy Law and Data protection and lots more. Seek and you shall find.

For certifications, you may want to look at ACAMS for AML/CFT certifications, and the International Compliance Association. There's so much on Compliance if you're willing to look.





Joyce Edolor

Compliance Officer, Dojah

Can you give us a bit of a background about yourself?

My name is Joyce Edolor, a lawyer called to the Nigerian bar in 2012. I am a Certified Anti Money Laundering Fintech Compliance Associate (ACAMS), hold a Certificate in Compliance (ICA) and a certified ISO 27001 Lead Implementer. Random fact about me? In 2018, I won the (NBA) Young Lawyers Association Essay competition. Also, I have had experience working in Litigation, working as In-house counsel and also in Human Resources. Currently, I work in a Compliance role in a tech company.

What skills do you think are most important in compliance?

Top on the list for me, would be

- Industry knowledge (be deliberate about keeping up with what is happening)
- Being open to learning things that are usually outside your scope
- Attention to details and critical thinking
- Risk assessment

What are the biggest challenges for lawyers that are looking to work in compliance?

I think the biggest challenge would be knowing where to look to learn about compliance. Most lawyers in compliance have had to figure things out for themselves, especially in the tech industry which is relatively new. For the most part, my knowledge of compliance is self-taught and from personal research.

What would be your tips for young lawyers that want to follow a similar career path?

- Explore the possibilities, there are lots of them. Compliance is broad so don't put yourself in a box.
- Ask a lot of questions, you will learn so much more.
- Research, Research, Research.
- Weird tip...I use Job descriptions for Compliance roles on LinkedIn to know what skills, knowledge and certifications that are required (for specific industries), then I work towards acquiring them.

What are your predictions for lawyers in compliance roles in the near future?

I think lawyers in Compliance are just discovering how much more we can do using our knowledge of law as an advantage (Data/Information security Compliance, Fraud examination, Data Privacy Compliance, AML Compliance etc) and this will increase in the future.

What are the exciting aspects of your work?

Learning is exciting for me. Working in a startup in the tech industry presents an opportunity to learn as I go because of how new and fast-paced the industry is. Sometimes, there are not a lot of precedents to follow to solve some issues I encounter at work, but doing research, asking questions and ultimately finding a solution is satisfying and exciting.

What are the soft skills you think may be needed to excel in the profession?

Collaboration. Compliance roles require that you work with other teams and understand (at least) the basics of what they do. Lawyers and Compliance Officers are usually seen by other team members as 'roadblocks' because they tend to see only risks and hardly a solution (I saw a tweet that said Legal/Compliance should be modernized to be called 'Chief of No' LOL). The ability to collaborate with other teams is a must-have skill, as you strike a balance between helping other teams build products that work and mitigating inherent risks.

Any courses, programs, books or recommendations for young lawyers that want to work as a compliance officer?

Certifications: Depending on the area of interest, there are different certifications offered by globally recognised institutions. Check their websites for the list of certifications

-AML/Compliance-ACAMS, ICA, CCM, Compliance Institute of Nigeria-Fraud-CFE-Data Privacy- IAPP

Courses: You can learn by taking courses on MOOCs like Udemy or Coursera. NIBSS(Nigeria) organizes short courses that may be helpful (Check website for training calendar)

Recommendation: Finally, to young lawyers, I'll say, if you look for something hard enough, you will find it. Put in the work and soon enough, you will see the results. At the time I decided I wanted to do Compliance (in the tech industry), I had little or no idea what it entailed but I was always looking for information and people that would be helpful to my goal. It seemed like because I was looking, everything aligned to make me find people, things, articles, blogs, LinkedIn posts, tweets, (and a job, yes, I got my current job because I made a tweet about Compliance) all helpful to my Compliance journey. I'm not 'there' yet so I am excited about the possibilities that the future holds for my career.

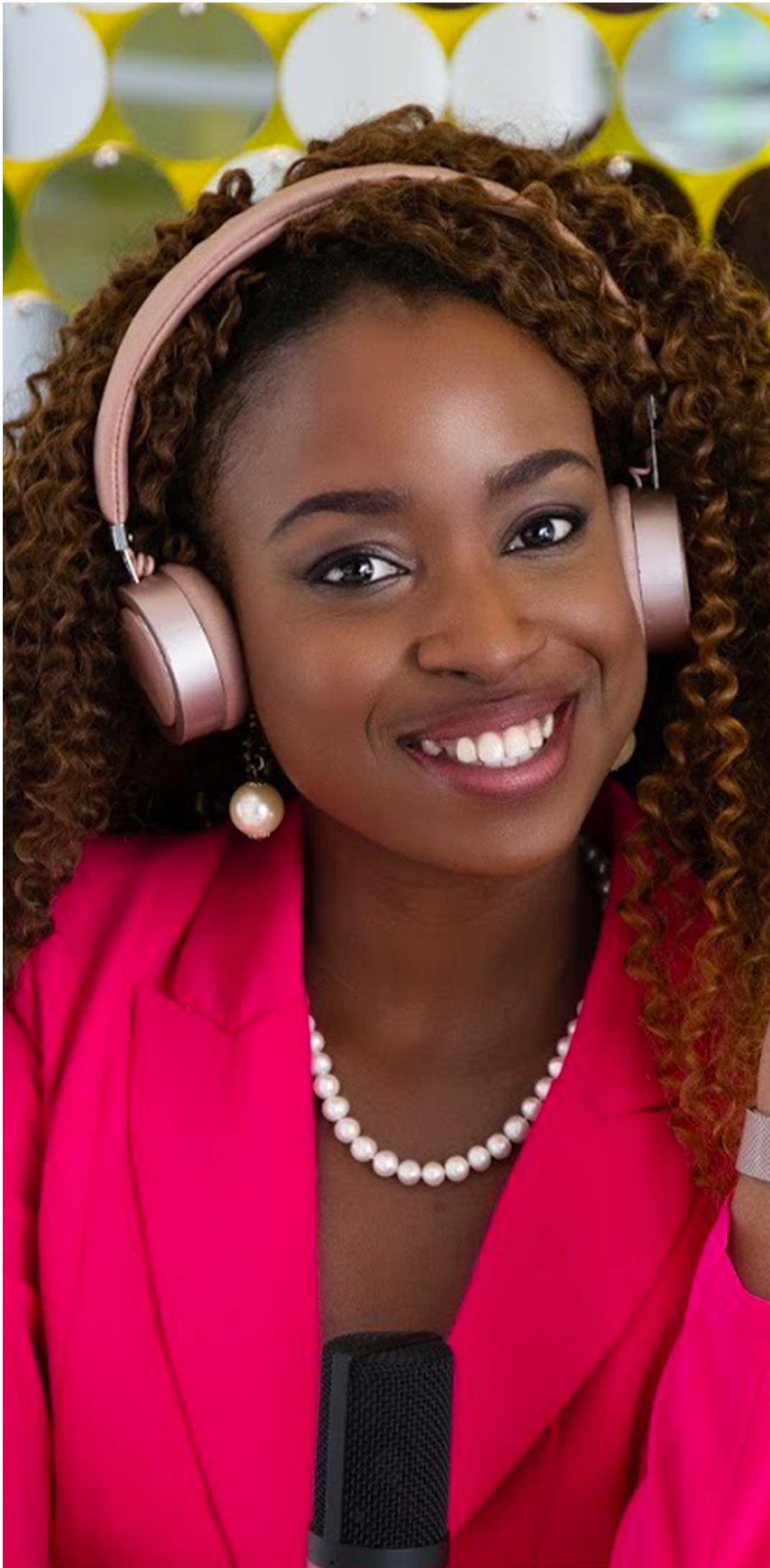
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WORKING IN TECHNOLOGY POLICY

According to American scientist and policy advisor Lewis M. Branscomb, technology policy concerns the "public means for nurturing those capabilities and optimizing their applications in the service of national goals and interests". Working as a tech policy analyst often times entails analyzing the details of a contentious issue and applying your expertise to provide real, actionable recommendations on the most suitable policy for a technology company to adopt. Like the Compliance role, it is not exclusive to lawyers and often times require a good deal of social and political awareness.



WORKING IN Technology Policy



Pearlé Nwaezeigwe

Ex. Tiktok

Can you give us a bit of a background about yourself?

I am Nigerian lawyer, I obtained my LL.B from the prestigious University of Lagos and obtained my Master's in International Human Rights Law from University of California, Berkeley

My interests are in Human rights and Technology which led me to my previous role as a Policy Manager Africa at TikTok

The role entailed creating inclusive policies that fosters free expression amongst users in 47 countries.

You have had a very interesting career, what do you think led you to this career path?

I had a desire to pursue my passion in human rights and I studied in Silicon Valley which exposed me to tech companies.

I was excited to see the intersection of human rights in tech and the push to keep users safe online. I wanted to be a part of the space and I worked at the intersection making sure users at Tiktok feel safe on the platform.

A lot of young lawyers are going into tech law practice, did you ever feel any sort of pressure to go into the tech law space?

I don't think lawyers should feel any pressure. Yes "tech is the new black" but there are still so many existing career paths for lawyers to take.

Also, within tech, most lawyers think technical roles are the only way to break into tech but there are so many non-technical roles as well.

What does it entail to work in this type of role?

Working as a policy manager requires you to understand the online safety landscape.

How do you users express themselves on the platform, drawing the line between free speech and safety.

We draft guidelines- rules of engagement of how to use the platform. You need to familiarize yourself with industry standards and draft these guidelines accordingly.

As time changes, you need to be adaptable, ready to update policies to handle certain crises

What would be your tips for young lawyers that want to follow a similar career path?

Go online! Follow accounts that talk about tech policy/trust and safety. Examples include Verge, All Tech is Human

What are your predictions for lawyers that want to transition into this practice area in the near future?

Tech policy is going to be at the core of the tech industry to protect users' safety.

Being experienced in this field will make you in demand. It is important to get into the space, learn about the principles and build your career foundation.

PEARLÉ
Nwaezeigwe

Any courses, programs, books or recommendations for young lawyers?

To learn more about tech policy here are resources I found useful

1. Trust & Safety Professionals Association: Resource Library⁽²⁾
2. Global Network Initiative⁽³⁾
3. WWW Foundation⁽⁴⁾
4. News related to social media
 - The Verge⁽⁵⁾
 - TechCrunch⁽⁶⁾
 - Wired⁽⁷⁾
 - The Next Web⁽⁸⁾
 - Digital Trends⁽⁹⁾
 - CNet⁽¹⁰⁾
 - MIT Technology Review⁽¹¹⁾

What are the soft skills you think may be needed to excel in the profession?

Communication skills are key, as a policy manager, you have to address multiple stakeholders and communicate safety principles of the company.

As a lawyer, your time in courts/ arbitration is necessary to hone those skills as you learn to articulate your stance in a language everyone understands.

Crisis management is another important skill, in trust and safety there are viral content that could be misleading/harmful and need to be taken down.

In these situations, you need to learn how to understand the facts and avert the crisis



Ilamosi Ekenimoh

Privacy Policy Manager, Africa at Meta

Can you give us a bit of a background about yourself?

My name is Ilamosi Ekenimoh, I was called to the Nigerian Bar in 2019, and I currently work as Privacy Policy Manager, Africa at Meta. I previously worked at AELEX, primarily in the firm's Corporate Commercial, TMT, and Tax Practice Groups. I'm a fellow of the Fratelli Tutti Political School, and a former fellow of the Nigerian School of Internet Governance and African Academic Network on Internet Policy. I also briefly worked for

ElectHer as Policy Manager and have occupied a host of positions at various local and international civil society and non-governmental organizations.

You have had a very interesting career, what do you think led you to this career path?

Truly, I chose this career path in my second year at the University of Lagos and have just been refining it since then. I joined the Mooting Society at the Faculty of Law, University of Lagos, and I participated in the 24th edition of the African Human Rights Moot Court Competition, being the youngest person to represent the faculty internationally in its 60-year history. My teammate and I emerged as the best English Team from West Africa out of over 100 universities at the competition. I continued to participate in international moots like the University of Oxford Price Media Moot where I emerged as best speaker in the West African Regional Rounds. I had already decided in my second year that law wasn't an optimal career path for me, and so I turned to politics, working as a researcher for the Youth Party from my second year at Unilag (2015) till 2021.

After that, I further refined my career goal to policy work, which to me, was a perfect middle between law and politics. My next goal was to get policy experience, which I did by taking on a host of policy fellowships, and eventually jobs. I transitioned to policy full time in Q3 2022.

What does it entail to work as a Privacy Policy Manager?

Lol. If I told you, I'd have to kill you. But jokes aside, there's generic information on my job description available on the internet.

What would be your tips for young lawyers that want to follow a similar career path?

I'd say be very intentional about it and find the one career path you're passionate about and stick with it, regardless of contrary opinions and obvious obstacles. I kept on looking for job positions above whatever stage I was in my career, looking for the requirements for those jobs, and then systematically acquiring whatever skills and experiences I needed to get the jobs. Networking is also very important and your greatest ally. In a world where people scream their achievements on the internet, be a bit more intentional. Connect with key people in the fields you want to work in, demonstrate value, and more importantly, learn. That has worked for me so far.

What specifically excites you about your current job?

I think the scale of it. My role covers the entirety of Africa. I'm also really happy that the work I do is meaningful, and I get to positively affect the way that people interact with the internet. It's exactly what I've wanted to do for a long time.

What are your predictions for lawyers that want to transition into tech policy in the near future?

More large tech companies are opening up shop in Nigeria everyday, whether it's because of data localisation requirements, or a ripe market within the country. So, more and more legal and policy roles will become available in the near future. There's enough space, and you don't necessarily need to know anybody to get a job.

What are the soft skills you think may be needed to excel in the profession?

I'd say the same soft skills you need as a lawyer. You need to be client responsive, innovative, able to think on your feet, and ready to sometimes do grunt work. You also have to have a great understanding of the role of technology in Africa, and the major stakeholders. Finally, be solution oriented- brilliant ideas are always welcome.

Any courses, programs, books or recommendations for young lawyers that want to work as a Policy Manager?

I took a course in Policy Evaluation at the University of Oxford. I've also been involved in a couple of policy fellowships spanning several countries. There is the CIPPE qualification also. But what I've learned from interviewing at Meta and TikTok, and going through the application processes for a host of other multinational tech companies including Amazon, Google, and Netflix (lol, yes. there were a lot), is that sometimes, none of that matters. Practical Experience almost always wins.

WORKING AS A TRANSACTION LAWYER



WORKING AS A Transactions Lawyer



Destiny Ogedegbe

LLM Candidate, Harvard Law School

Can you give us a bit of a background about yourself?

My name is Destiny Ogedegbe. Although, my friends tend to refer to me more as “Possible”, than they do, Destiny. I’m a corporate lawyer and my practice areas include Energy, Project and Corporate finance, and M&A. I basically advise companies and individuals – both local and international – in connection with transactions touching on oil & gas projects, power, particularly projects involving equity, debts or assets financing, divestments, and acquisitions. I am also a member of the society for Advanced Legal Studies, UK.

I currently manage a team of bright-minded volunteers to

the Millennial Intellectuals’ Academy; a non-profit organisation with the aim of building platforms that will engage students intellectually and provide mentorship for budding professionals. Lastly, I socially unwind by hanging out with friends, playing music, playing chess, or writing about standardized ideologies, law, philosophy or simply telling stories.

What are the biggest challenges for lawyers that are looking to work in compliance?

I did not, for the life of me, imagine myself in transactional, corporate law practice. I had always imagined myself in the court room. In my undergraduate days, I actively participated in moot and mock competitions domestically and internationally. Corporate law practice was an acquired taste, one that happened on me because of my firm’s decision to have all first-year associates undergo a rotation round all eight practice groups. I took a liking to corporate finance and energy when I started working on interesting deals. It ignited a part of me I had not paid attention to earlier; my problem-solving skills. Because transactions are typically more urgent and solution-centric, I was quickly exposed to a new world where my capacity to learn, appreciate and utilise information in practical terms, became easily obvious and appreciated. I made an informed decision to stick to finance and energy as a career path because I sincerely enjoy the deals I work on and more so, I believe a career in corporate and project finance gives me leverage to traverse many areas of our multifaceted corporate world both locally and internationally.

As a practising Energy, Corporate finance and M&A lawyer, have you seen any intersections between that your field and tech law?

Not particularly. Whilst we interact with newer innovations and deploy technology to make work easier, I do not often come across the legal aspects of technology law intersecting directly with my practice areas. However, in a few cases, I have worked on transactions where parties had to negotiate and execute some technology-related documents to protect certain interests in connection with technological equipment forming part of the transaction assets to be financed or transferred from one entity to the other. To this extent, I would say I have experienced bits of an intersection between finance, M&A and technology law.

A lot of young lawyers are going into tech law practice, did you ever feel any sort of pressure to go into the tech law space?

No, I did not feel that way. My prevailing mindset has always been to be flexible and open to the possibility that there are exciting opportunities for sustained career growth in other areas of legal practice. In my opinion, we do not have the market infrastructure, yet, to accommodate a significant portion of enthusiasts in the tech law practice area simply because the market for this service is comparatively not as patronized as some other more conventional areas of practice. This necessarily means that many young lawyers must be alive to exploring options. From my interactions with some law students, I have discovered that very early they have formed negative biases towards certain areas of practice and so have cherry-picked some areas (like Tech law in this case) based on passions that sometimes lie on quite shallow, sometimes even unfounded ideas of what the chosen practice areas look like. I believe it better to work with the mindset that is flexible especially for young lawyers because the metrics for accessing the areas they love or dislike, could be wondrously flawed. Technically, no one can dislike what they have no idea of. At best, one could only be indifferent.

What would be your tips for young lawyers that want to follow a similar career path?

Energy, Corporate and Project Finance are areas that require deep understanding of legal and commercial issues that underlie transactions falling under these areas. My advice for enthusiasts would be to read widely. They have to study energy and finance from various sources to at least get a good grasp of the fundamentals. They must follow trends in the sectors and keep in touch with a practitioner they can approach easily, to put things in proper perspective. Lastly, I would advise them to aim towards gaining experience whether through internships or other forms. Being a very client-focused, business-centric practice area, it is simply impossible to excel without practically engaging clients' issues and aiming to provide solutions to same.

what specifically excites you about your current practice?

It is simply the fact that I learn an overwhelming lot from the clients and industry players in the energy and finance sector; some of the richest, most intelligent and most business-oriented people one could come across. Then, having to provide practical, bespoke legal solutions, excite me. I love putting my mind to use.

What are your predictions for lawyers in this sector in the near future?

My prediction is that lawyers who do not have a multivariate of skills that can be used across territories, will be swept under the rug. The global market has expanded in favour of Nigerians, so much that Nigerian lawyers are now gaining direct employment from foreign law firms. The future of legal practice is for the versatile; people who acquire lateral legal skills (especially in finance, technology, and projects) that can apply cross-jurisdictionally.

What are the soft skills you think may be needed to excel in the profession?

Solid communication and negotiation skills. This is what the top guns deploy in wooing clients; this is what the middle guns deploy in proving competence; this is what the green horns can deploy in showing initiative and good potential. In addition to being tech-savvy, I would say that impeccable communication and negotiation skills are the most important soft skills in my line of work.

Any courses, programs, books or recommendations for young lawyers that want to work as an Energy, Corporate Finance Lawyer?

I recommend Dr. Ayodele Oni's texts on Oil & Gas Law, Power and Projects. The NBA energy and finance programs organised in pursuance of the Mandatory Continuing Legal Education exercise, so far, have been the most helpful in my assessment, for young lawyers. I strongly recommend.

TRANSITION FULLY INTO TECH

Leaving a field of practice that you have dedicated at least five years of life to study is never an easy choice. However, recent trends suggest that more and more lawyers are abandoning the profession to focus fully on providing technology related services. I believe that ultimately, what is most important is that you are in a career path that brings you fulfillment.



TRANSITIONING FULLY INTO

Tech



OskarUmoinyang

*Google Cloud Consultant: GFT Limited
LLM Data Protection & Intellectual Property
University of Hertfordshire*

Can you give us a bit of a background about yourself?

My career path started out as a Lawyer where I passed through all the hurdles and eventually got called to the Nigerian Bar. The years leading up to that were actually what my persona has been built around. Over the years, I have found my self transition seamlessly from selling ties in the faculty of law to running an ushering business, down to practicing as a lawyer (which didn't pan out too well), made and produced wig and gowns (Go @BlvckCollar), ran a pop up bar and right now, working in the role of a DevOps Engineer.

What inspired your transition from law?

In all sincerity, I don't think I have a particular calling professionally. Also, I remember I started shifting away from law very early on in my career. I was already into many things and law for me was a futuristic economic mainstay in the sense that, if ever my business inclined side didn't work out, I knew there would be something to fall back to.

Subsequently, I went for my NYSC and was posted to the ministry of justice in Delta State. I also attached my self to a private law firm in warri during that period and the experience wasn't so great. I knew then for sure that I did not want to do that for the rest of my life.

What did you think led you to this career path, when did your interest grow?

Funny story how I got into cloud computing. After over 1000 rejection emails (I am not exaggerating) in the span of 5 years after law school, trying to get a job, I moved to the UK early 2021 for my masters in Data Protection and Intellectual Property. It was the year of Japa, the great exodus. And after the October 2020 ordeal, I was done with living in Nigeria. In December 2020, right before my visa was out, I saw my school son from Nigerian Navy balling on his IG story in US. I knew he wasn't into fraud so I asked ..yo, what do you do? He goes, I'm into tech, cloud computing .. And I'm like, do you think there are roles in which a lawyer can work in tech and he gives me some pointers and says, but I can guide you in learning cloud computing and you don't need to know any programming language or a background in tech. A couple more stories of seeing these guys ball in Miami and I was sold ☑ I mean, I love the good life so I hit him up and he referred me to a couple of Udemy courses which I bought and took.

What are the biggest challenges for lawyers that are looking to transition?

I think it's determining the pathway and what role you would like to work in and making a run for it. When you talk about tech, the focus areas are so multitudinous and so many intertwined roles that you have to be able to streamline what you want your journey to be. The first thing to take in is, you can't know it all! So find a focus area that agrees with you and work towards it. Then there's a huge lack of information and too many misinformation. People get too worried about having to code or understand code but not in all cases. Too many roles exist that you do not need to code. Take for instance the roles of a product owner or a scrum master.

What would be your tips for young lawyers that want to follow a similar career path?

First of all, there are so many transferable skills between law and tech because so many roles are client facing where you have to try to explain business case scenarios to your customer/clients. Think of how you try to breakdown how a garnishee order works or say appeals to a higher court. Many times you'll find yourself advising on best case scenarios for a project. Also do not go into it with the mindset that you have to code. A programming language at hand is great but there are too many roles novel roles the tech industry is creating where lawyers can function in. You really just have to be interested enough to transition and there is a role waiting for you out there.

What are your predictions for lawyers transitioning into tech practice in the near future?

I see so many people transitioning roles because Nigeria is churning out too many lawyers for an almost jobless sector. But generally speaking, I foresee us dealing with novel issues as the advancement of AI ethics and Deep Learning moves forward. More law suits bothering on data protection as people get more enlightened.

Any courses, programs, books or recommendations for young lawyers that are looking to transition?

Check out Stephane Mareek's AWS courses on Udemy. Also check out Ranga (in28minutes) for his courses on Google cloud and DevOps if you are interested in those fields. Udemy is basically a university. But most importantly, try and leverage certifications because they serve as a badge of specialisation in the tech world.

What are some of the most exciting things you've worked on wherever confidentiality permits lol.

Hmmm, Kubernetes and moving from monolithic applications to Microservices. Learnt how to code and deploy infrastructure in the cloud with Terraform. Im both AWS and GCP certified so I get to work with some of the most exciting range of resources in the Cloud.

What are the soft skills you think may be needed to excel in the profession?

Communication skills are very important, negotiations happen from time to time also. Office 365 because there are going to be a host of presentations during projects. Counselling skills because you would find yourself advising and guiding clients. Essentially, you need people skills because there are always social meet ups also. One should generally learn how to be accommodating because you get the opportunity to meet people from different backgrounds with different idiosyncrasies



Chioma Onwuzulike

Made by Many

Can you give us a bit of a background about yourself?

I am the only girl and last born of three children. I grew up in Lagos, Nigeria but moved to London last year. I studied law in the University of Lagos and practised for about two years before transitioning to Tech. I am now a product designer at a Design Agency.

What inspired your transition from law to tech?

To be honest? I was curious about the soap they were cutting, Lol. But seriously, I think to some extent I had always felt like being a lawyer was not the path for me but I went ahead with it because I had spent so much of my life preparing for it and it was what I was supposed to be doing. So I practiced in Nigeria for a while and it was soul draining and then Covid happened.

With my covid brain, I had an epiphany. I felt like I was missing out on doing what I really wanted to do and I knew I had to make a change. So I quit my job, started learning design and now working as a designer has given me a gratifying way to express myself which I love.

You graduated with a first class from law school, was it difficult leaving all that behind?

It definitely was and sometimes when I get frustrated at work, I ask myself if i made the right choice but then I am reminded of the amazing work I get to do and every day presents a new challenge and a new thing to learn and I love the endless development I get to make.

What did you think led you to this career path, when did your interest in Design grow?

Growing up, I had a wide variety of interests but what I really enjoyed most in school was the arts and drawing but my parents believed that to be more of a hobby. So before I quit my job, I spent some time researching what next to do and then my brother suggested design since I had just designed some cards on Canva and it just clicked.

What are the biggest challenges for lawyers that are looking to transition into Product Design?

- Letting go of your past career and beginning something new
- Imposter syndrome
- The fear of failure and not being as creative as your other counterparts

What would be your tips for young lawyers that want to follow a similar career path?

My top tip would be to find what you are genuinely interested in. I found this amazing snippet on twitter from James Clear which I think sums it up better than I ever could.

III.

"The first step—perhaps the most enormous step—is to find what you are genuinely interested in.

If you are genuinely interested, you will discover endless opportunities for improvement. But if you are disinterested, even obvious improvements will feel like a chore.

And, if you can maintain your genuine interest and curiosity as the years accumulate, you will become hard to compete with because you will have skill to go with your passion. If you're interested, you're dangerous."

Chioma

Onwuzulike

Also, getting a job in tech isn't easy, and the rhetoric that it is easy is harmful. Make sure you put your best foot forward and allow yourself grace when things don't work out the way you planned.

What would you say is the future of design and people wishing to transition into that space?

Like every profession around the world, it will look a bit different from how it is now because it will only keep growing. Everyday we're seeing designers work across boundaries and with other professions making this field more interesting and competitive.

Anything with great value will attract endless suitors but it does not mean that you should give up before you even start. If you are determined to pursue it, you are well-positioned to make it happen.

What are the soft skills you think may be needed to excel in the profession?

I think that any soft skill you have will definitely help you excel regardless of the profession but here are some I think would set you over the top : curiosity, creativity (I would just like to caveat here that this is something that can be learnt and not something you have to be born with), communication, active listening, collaboration, persistence.

Any courses, programs, books or recommendations for young lawyers that want to work as a Product Designer?

Your best resource is google and I know that sounds cliché but honestly, there is so much out there that you can find to make you better at what you do. However, I do understand that it could be daunting when you first start so here are some resources I think could help set you on the right path.

The most extensive resource I have ever found, it has books, podcasts, courses and games which I think is: Design Bookmarks⁽¹⁴⁾

Youtube : Your ultimate friend especially if you are a visual learner plus it pushes you to practice as you are learning which is very important to succeed in product design. Here are some really good channels to follow

- Mizko⁽¹⁵⁾
- Sharon Onyinye⁽¹⁶⁾



HOW TO PREPARE FOR A LEGAL & COMPLIANCE ROLE INTERVIEW

Jesutooni Ajiboye

*Columnist, Nigerian regulations.
(regulations.substack.com)*

HOW TO PREPARE FOR A LEGAL & COMPLIANCE ROLE INTERVIEW

For some time now, the demand for skilled Legal & Compliance lawyers continues to rise. These skilled lawyers are people who typically understand how a tech business/startup runs, and the legal side of things for such businesses to continue to operate, in keeping up with a continuously shifting compliance landscape in Nigeria.

On the back of this demand, it's possible to have a good background in a law firm, while still being interested in a niche Legal & Compliance role. It's good to bear in mind what to expect, at an interview for such a Legal & Compliance Role.

I have had the opportunity to headhunt for such roles on behalf of a couple of companies, as well as sit on interview panels interviewing lawyers for such roles and sit before panels as a candidate for some Legal & Compliance roles.

There are a few principles that can be followed if you are interviewing for a Legal & Compliance Role and this article addresses some of the steps to take in preparing for such an interview.

THE BASICS.

Oppo Research: An unusual term, but this basically means you should do as much 'opposition research' on the company you are planning to interview with. In your research on a company, our instinct as lawyers is to focus on the legal side of things but another thing interviewers look for is the commercial awareness of a legal advisor.

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There are a few principles that can be followed if you are interviewing for a Legal & Compliance Role and this article addresses some of the steps to take in preparing for such an interview. In doing oppo research, what are the usual things to look for or how to go about it?

Firstly, it is good to segment the company. Yes, the company may be a financial company, bank, or real estate company with a tech stack, but what do their specific products/services look like? An example is this, Risevest, Piggybank, Kuda Bank, Mono are all fintechs, but you will find out that they do very different products when you research. A company that offers B2B services will vary a little from B2C service offerings. For instance, these differences may even shape the types of contracts, or regulatory returns that such a company makes. Secondly, who regulates the company? We may all have a basic understanding of general regulators for businesses such as the Corporate Affairs Commission, Federal Inland Revenue Service, Nigeria Data Protection Bureau, etc before digging into sector-specific regulators like the Central Bank of Nigeria, Securities and Exchange Commission, Pension Commission, National Insurance Commission, etc.

You will typically be able to confirm which kind of regulators impact on the company when you have understood the products/services they offer.

Thirdly, it is good to anticipate the kind of pain points the company you are interviewing with may have. For example, are they likely to want to know about employee stock options, if they are a startup, or are they likely to want to know how to set up a compliance process for a new line of business if they are already a large business? While it's not easy to predict some of these questions, it usually helps to cover the field as much as you can, by asking these questions and preparing answers to them. For instance, on agreements and general compliance, a startup may be interested in entering preliminary agreements like shareholders' agreement, term sheets if they are looking to raise from investors, etc. What kind of legal challenges will the company encounter in getting a product/service to its customers? For instance, a new loan company should have a license that permits them to operate. How do they obtain these? Who are their competitors? What are these competitors doing?

INTERVIEW REHEARSALS:

I think rehearsing for an interview is an important thing to do. This is good for a number of reasons. A few of which are: it prepares your mind for the kinds of questions to expect, even if you don't necessarily have to cover the field. Another reason is that interview rehearsals have the recency advantage of preparing talking points in your brain ahead of an interview. A caution I'd note is that cramming answers should not be the ultimate objective for you doing interview rehearsals. The possible risk with cramming is you may not get asked some questions and it will be bad to then have a breakdown because you can't reel out the crammed answers.

Having established all that, how do you do an interview rehearsal? Get a notepad, list out about 6 questions that will cover you speaking to your experience, why you are interested in the role, what you know about the company, why you are leaving your current place, the cliché your-strengths-and-your-weakness question, and other things that come to mind. Once you list these out, rehearse the answer to each of the questions. You may jot the key talking points for each of the question and craft sentences around them. Remember, it doesn't have to sound mechanical or rehearsed.

One last step you can try is getting a friend to play a mock interview – the friend acts as the interviewer with your pre-set question, and you answer as seriously as you can. This can be done over a WhatsApp call, say for 15 mins.

Usually, this process prepares your mind for interview jitters or blackouts that some of us experience when interviewing.

SPEAK TO AN INSIDER:

It is always helpful to speak to an industry or company insider before an interview. Usually, these guys are also always open to helping answer some of the questions you want to ask. Not much needs to be said here but you should ask general questions on what to expect in a typical interview, and how to best approach such questions.

TYPICAL QUESTIONS YOU CAN PREPARE FOR.

This is not an exhaustive list, but there are a few questions some of my friends have been asked in previous interviews and we have compiled them here:

- What are the clauses you will advise a company to have in their Term Sheet/Shareholders Agreement? and why?
- What is the kind of terms/clauses you must have in an employment agreement for a Senior level employee?
- How would you advise a company, relating to intellectual property ownership with its employees?
- What are the data protection considerations for a startup?
- What kind of data protection rights are available to a data subject under Nigerian law?
- What are the grounds for processing personal data in Nigeria?
- What is the most interesting product/projects you have advised on?
- What are the top issues faced in legal/compliance roles?
- Why do you think you are a good fit for a startup environment?
- How should fintechs deal with cryptocurrencies? Do you think KYC is necessary?

OTHER ADDITIONAL RESOURCES

- You can read this Tech Cabal Article on what Startup Founders should look for in a Legal Advisor⁽¹⁷⁾.
- Follow @Axelia_Consult on Twitter to stay on top of issues affecting Legal & Compliance in Nigeria.
- There is a Slack Community that has several Legal and Compliance guys on there⁽¹⁸⁾.

END NOTE

GENERAL NOTE ON TECH LAW

As we may have all learnt in the insights shared by several of the contributors in this guide, tech law criss-crosses a range of several sectors, industries, and business models. Due to its fluid and innovation-driven style, tech law can do with a lot of creativity and it is important for everyone interested in verticals of the tech law sector to prepare their mind for this. As part of preparing the mind, it is noteworthy that not all problems you are confronted with, will have a solution model you can layer on. Sometimes, you may be the one setting the tone, or laying down the precedents for those coming after. Therefore, it is important for every participant in the industry to appreciate and accept this.

For budding enthusiasts, it will be very helpful to approach every sector with an inquisitive mind, and to attack every hazy question with the curiosity of a cat (make sure you have your nine lives handy!). For what it's worth, the key to understanding any concept best, is to pick apart the issue to the simplest form, ask the 'stupid' questions from knowledgeable persons, and emerge a better and knowledgeable lawyer.

LET'S BUILD

Largely, an underlying circumstance to tech law practice, is how nascent the industry still is - especially in the Nigerian legal market. This underlying fact is evident in the dearth of talent- proficient technology lawyers- who are in high demand for startups and firms operating in the global tech space. It is therefore important that we all nurture the interests of young law students, new wigs, and even old wigs that are looking to pivot into tech law practice. Community is one of the important components in building a sustainable global standard practice.

Similar to the efficiency with which the Nigerian Bar Association – Section on Business Law (NBA-SBL) runs for corporate-commercial law firms today, it is hoped that collaboration groups from out of the Nigerian Bar Association, as well as individual-led groups such as the Fintech Lawyers' Collective will engender a sustainable approach to grooming excellent lawyers in the tech law space. It is time to build.

IMPORT OF MENTORSHIP AND KNOWLEDGE SHARING

Notably, one of the ways community-led efforts at promoting excellent practice will succeed, is if mentorships and knowledge sharing is democratized as much as possible. We hope that concerted efforts will be made at providing a pipeline of tech law specialists who will act as mentors for tech law enthusiasts. Indeed, this guide is one of such experiments targeted at collating insights from specialists in their field, and providing the useful information, for free, to the average tech law enthusiast. We(Atoon) hope to do more, and that everybody in their space, do more as well.

EXPERIMENTING, FAILING FAST AND FAILING FORWARD

We fully appreciate the fact that there will be a lot of experimentation, failures and iterations, as different people try to build practices in areas that have not been tested before. Much like the underlying agile principle of the tech industry, be ready to fail fast, and fail forward, with caution. On a final note, it is important to understand what you want, and seek out the opportunities where they lie, while awaiting the big break. A big thanks to everyone for reading.

- *The Atoon Team.*

End Note

ADDITIONAL RESOURCES

1. https://docs.google.com/document/d/1DMt2uzHFwV6vcV_eN-6KuqMoDWz9w256/edit
2. <https://www.tspa.org>
3. <https://globalnetworkinitiative.org>
4. <https://webfoundation.org/research-publications/>
5. <https://www.theverge.com>
6. <https://techcrunch.com>
7. <https://www.wired.com>
8. <https://thenextweb.com/news/tiktok-now-gives-you-one-tap-access-to-streaming-app-resso>
9. <https://www.digitaltrends.com>
10. <https://www.cnet.com>
11. <https://www.technologyreview.com>
12. <https://docs.google.com/document/u/0/d/1vYmsjtGI7W9ZmUpHm5c7uQTsDCU4T35OykFDCWPXPKo/mobilebasic>
13. See above
14. <https://www.notion.so/Design-Bookmarks-4a8e4e9c6c7c44b0b937dd056a1db7fa>
15. <https://www.youtube.com/c/mizko>
16. <https://www.youtube.com/c/SharonOnyinye>
17. <https://techcabal.com/2022/07/11/founders-resource-what-to-look-for-in-a-startup-lawyer/>
18. https://fintechlawyer-hxz6050.slack.com/join/shared_invite/zt-1jj1x1k4h-kk~4S9tsgxwL6NimRDwC5Q

Additional
Resources

DISCLAIMER

This guide was compiled as an unstructured survey of a few select industry upstarts and experts and its contents are not to be regarded as definitive career advice. We recommend it as merely a guide that may be adapted to whatever goals you seek to achieve in your career path. Please do not sue us if it doesn't work.

Atoon is a legal-analytics research outfit established by Emmanuel Ido and Jesutooni Ajiboye, with the objective of servicing a wide range of clients and young professionals in legal and regulatory analysis, advisory services, and legal market analytics. For more information, contributions or collaboration opportunities, reach out to Emmanuel at Emmanuel.aniekpeno@yahoo.com Or Jesutooni at ajiboyetooni@gmail.com