

ATTORNEY AT LAW, SENIOR ASSOCIATE (CIPP/E)
TEA KOOKMAA



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PROFILE

Tea is an Attorney at Law who specializes in data protection and IT law, contract law, and commercial law. Tea has broad experience in data protection law. She has helped both private and public sector clients in establishing compliance with the General Data Protection Regulation (the GDPR).

Tea has conducted data protection audits and helped companies to establish compliance with the GDPR. As a data protection expert, Tea has helped companies who develop new and innovative solutions to solve data protection-related issues. Among other aspects, Tea has experience with carrying out data protection impact assessments and legitimate interest assessments.

She is also a renowned lecturer who often gives presentations on different legal topics. Tea also has experience in solving legal issues related to new technologies and digital services. Being specialized in commercial law, she has experience in drafting and negotiating different types of contracts for clients in various sectors. She also helps clients with legal issues related to consumer protection. In addition, Tea has experience in solving legal issues related to different regulated sectors, such as gambling and pharmaceuticals.

Tea has advised different platform operators with platform-specific legal issues. Tea has assisted platform operators with compiling terms of use, as well as different agreements with co-operation partners. In addition, Tea is well-versed in the data protection, liability, and consumer protection issues critical for online platforms.

Tea is a Certified Information Privacy Professional (CIPP/E), issued by the International Association of Privacy Professionals (IAPP). She is also a guest lecturer at Tallinn University of Technology, where she gives lectures as part of the course „Expert-level training for a data protection officer (DPO)“.

Tea Kookmaa is the CEO at [TalTech Legal Lab](#). TalTech Legal Lab is a co-operation project between NJORD Law Firm and TalTech. Legal Lab offers expertise services in for innovative private and public sector initiatives, where law is combined many other fields. In addition, Legal Lab is a hub for opinion leaders in topics such as AI, data protection, legal tech and IT law.

LANGUAGES

Estonian, English, German

NJORD
LAW FIRM

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EXPERIENCE

2021-	CEO, TalTech Legal Lab
2021-	Attorney at Law, NJORD Law Firm
2019-2021	Assistant attorney, NJORD Law Firm
2017-2019	Assistant Attorney, SORAINEN
2017-	Visiting Lecturer, Tallinn University of Technology
2016-2017	Legal adviser, TRINITI
2016	Intern, TRINITI

EDUCATION

2016	Tartu University, Faculty of Law, LL.M
2015-2016	European Law Moot Court, member of the University of Tartu team
2015-2016	Georg-August-Universität Göttingen, Faculty of Law, a foreign exchange student in Erasmus+ program
2014-2015	Board member of the Estonian division of ELSA
2015	4th ELSA Vienna Law School on Dispute Resolution
2014	University of Tartu, Faculty of Law, LL.B
2011	Tallinn English College

PUBLICATIONS

- "Siiri Vello and Tea Kookmaa: lack of cooperation deepens the crisis". err.ee, 09.03.2021.
- „Legal experts: The Digital Markets Act, being created by the European Commission, needs to be well thought through“, err.ee, 02.03.2021
- "Does distance learning give the right to monitor students all the time?", FORTE, 14.12.2020
- "Two recommendations to avoid data protection fines“, Äripäev, 2019
- "Warning example: What's wrong with this email?", bestsales.ee, 8.08.2018
- "Who has to appoint a data protection officer?", Eesti Koolitus ja Konverentsikeskuse blogi, 2018
- "Associate explains: "Code of conduct for entrepreneurs - what to do if personal data is being misused", ärioleht.ee, 2018
- "TOP 10 of activities before the Data Protection Regulation enters into force: the new Data Protection Regulation knows no borders“, ärioleht.ee, 2016
- "Building permit within a year? This is not a "normal" situation either regarding common sense or the law“ ärioleht.ee, 2016,
- " When do charges for renewable energy use become prohibited legal aid from the state?", ärioleht.ee, 2016
- "Legal Remedies Available to Competitors of Recipients of Unlawful State Aid Under Estonian Law“, co-author. Juridica International 2015, No. 1, pages 98-109

PRESENTATIONS AND TRAININGS CONDUCTED

- 2021, presentation on Data Protection Day on Vikerraadio broadcast "Huvitaja"
- 2021, presentation at a webinar "Spring season of Entrepreneurship Academy 2021" on the topic of "Data protection ABC for a new entrepreneur", 18.02.2021
- 2020, presentation at a seminar on "The use of data in the field of education and youth", organized by the Estonian Education and Youth Board
- 2020, data protection training for the Estonian Academy of Security Sciences
- 2020, training for lawyers at the Estonian Ministry of Justice on the important aspects of IT law and data protection law in legislative drafting
- 2020, lecture on how to establish compliance with data protection requirements in public databases
- 2020, lecture at a public procurement seminar on the data protection issues in public procurement
- 2020, training on marketing law (protection of business secrets, IP law, compliance with advertising requirements, data protection)
- 2019, lecture "How can an enterprise establish compliance with the General Data Protection Regulation?", organized with the Estonian Chamber of Commerce and Industry and the Estonian Data Protection Inspectorate
- 2019, data protection training for schools and kindergartens with Tallinn University of Technology
- 2019, data protection training for Lääne-Viru local authorities in Estonia
- 2019, data protection law training at the Ministry of Defence
- 2019, review of past practices related to personal data breaches, a morning radio program of Äripäev
- 2018, "New Directions for Managing Customer Personal Data – Customer Rights and Customer Relationship", Good Service Management Conference 2018
- 2018, training "Legal Basics of Marketing", Institute of Marketing
- 2018, "Data Protection Rules in Marketing", TurundusTreff.ee conference
- 2018, "Data Protection Officer training", Areng.ee
- 2018, "Data protection specialist in-service training", Estonian Training and Conference Center
- 2017, "Risks in using data in today's business", TK Training Center Information Day "Personal Data Protection Regulation – Why and What for?"

MEMBERSHIPS

- Member of the Estonian Bar Association