

Join the dynamic, multicultural team behind .eu - one of Europe's ten largest top-level domain names, also available as .europa and .europa.

At EURid, we are a human-sized, tech-driven, not-for-profit organisation committed to managing, operating, and promoting the .eu TLD. Our mission is to deliver high-quality, secure, and accessible services to millions of users across the European Union and beyond.

We are committed to maintaining the highest standards of governance, risk management, compliance, sustainability and operational resilience. As we continue to evolve in an increasingly complex regulatory, cybersecurity and sustainability landscape, we are looking for a proactive and forward-thinking professional to strengthen our Governance, Risk, Compliance and ESG capabilities at our Belgian headquarters as:

GRC (Governance, Risk & Compliance) Specialist

Role overview:

We are looking for an experienced and driven GRC Specialist to strengthen our Governance, Risk & Compliance (GRC) function in the Legal & Compliance Department.

Reporting directly to the Legal & Compliance Manager, you will play a key role in ensuring that the organisation maintains an effective governance, risk management and compliance framework while meeting applicable legal, regulatory, contractual and industry requirements.

Through the implementation of robust governance frameworks, risk management practices, compliance programmes and regulatory oversight, you will help embed a culture of accountability, transparency and continuous improvement throughout the organisation.

This is a senior position at the intersection of legal, compliance, risk management, privacy, information security, resilience and corporate governance.

Your key responsibilities:

Governance, Risk & Compliance

- Maintain and continuously improve EURid's Governance, Risk & Compliance framework.
- Coordinate and support risk management activities, including risk identification, assessment, monitoring and mitigation.
- Develop, review and maintain policies, procedures, controls and governance documentation.
- Translate legal and regulatory requirements into practical controls, policies and operational processes.
- Assist in the development, implementation and continuous improvement of compliance programmes and internal control frameworks.
- Develop meaningful compliance and risk reporting metrics and prepare GRC reports for management and relevant stakeholders.
- Support organisational governance initiatives and contribute to the maturity of the overall GRC function.

Management Systems & Audits

- Support and maintain the organisation's management systems and certification programmes for compliance with applicable ISO standards and frameworks (e.g. ISO27001, ISO22301, Cyber Fundamentals, etc.).
- Coordinate internal and external audits and ensure effective follow-up of findings and corrective actions.
- Drive continuous improvement initiatives resulting from audits, risk assessments and compliance reviews.
- Actively support the administration, optimisation and continuous improvement of EURid's GRC platform(s).
- Support the further automation and digitalisation of GRC processes.

ESG

- Develop and coordinate the organisational ESG governance framework.
- Maintain ESG governance processes and accountability structures.
- Monitor ESG actions and commitments.
- Coordinate ESG reporting and monitoring activities.

Data Protection

- Support and further develop EURid's GDPR compliance programme.
- Conduct privacy and compliance assessments, including DPIAs and related risk analyses.
- Support incident and breach management processes where required.
- Assist the DPO in privacy governance activities.

Advisory

- Provide pragmatic legal, compliance and risk-related guidance to internal stakeholders.
- Organise and deliver compliance, privacy, governance and risk awareness initiatives and training sessions.
- Promote a culture of integrity, accountability and compliance throughout EURid.
- Constructively challenge stakeholders where necessary and support informed decision-making.

Your profile:

Education

- Belgian Master's degree in Law or another relevant discipline, such as Compliance, Risk Management or similar. A legal background is strongly preferred.

Experience

- Minimum 5 to 7 years of relevant professional experience in GRC, audit, risk management or a comparable function.
- Demonstrated experience with compliance programmes, risk management frameworks and governance processes.

- Experience working in a regulated, technology-driven, critical infrastructure or public-interest environment is considered a strong asset.
- Proven experience with GRC platforms and compliance management solutions.

Languages

- Native proficiency in Dutch or French, with a strong professional proficiency of the other national language.
- Excellent command of English, both written and spoken.

Expertise

You possess strong knowledge of:

- Governance, Risk & Compliance methodologies.
- Compliance frameworks and internal control systems.
- Regulatory compliance and policy implementation.
- GDPR and privacy governance, information security governance and risk management.
- ISO management systems and certification processes.
- European regulatory frameworks, including NIS2, CER and related digital governance legislation.

Personal skills

You are:

- A person of unquestionable integrity and professional ethics.
- Assertive and confident, capable of constructively challenging stakeholders and promoting accountability.
- Able to establish credibility and authority through expertise, professionalism and sound judgement.
- Proactive and self-driven, with a strong sense of ownership and initiative.
- Organised, pragmatic and solution-focused, balancing compliance requirements with operational realities.
- Resilient and persistent in driving initiatives and following through on actions.
- An excellent communicator, capable of engaging effectively with a wide range of stakeholders.
- A team player, yet comfortable working independently while also collaborating across departments and functions.

What we offer:

- A challenging and impactful role with broad exposure to legal, governance, compliance, privacy, cybersecurity and resilience topics.
- The opportunity to contribute directly to EURid's GRC maturity and strategic objectives.
- A collaborative and international multi-cultural work environment with significant autonomy and responsibility.

- A competitive compensation package that includes a competitive salary, a company car, meal vouchers, a comprehensive group and health insurance plan and additional holidays.
- Healthy work-life balance including hybrid work.
- Opportunities for growth and development.

If you are passionate about governance, compliance, risk management, ESG and regulatory excellence and you are looking for a role where you can make a tangible impact, we would be delighted to hear from you.

Send your details, or contact us, via [jobs\[at\]eurid\[dot\]eu](mailto:jobs@eurid.eu). And take your career to the next level.