

# Dstny – Compliance Manager

## About the role

For our Group Legal & Compliance department, we are looking for a **Group Compliance Manager** to support the business in navigating complex regulatory frameworks with a **focus on Artificial Intelligence** and a broader remit across key **EU digital, information security, privacy, data and sustainability regulations**.

You will play a critical role in strengthening Dstny's **global compliance maturity**, supporting its transition towards more complex customers and services, and ensuring readiness across a growing set of regulatory obligations identified in our **Group Risk & Compliance (GRC) roadmap**.

**Your key responsibilities will consist of:**

### **1. AI product compliance & governance**

- Lead the implementation of the EU AI Act, identified as a top-priority regulatory topic for Dstny
- Translate AI regulatory requirements into practical governance frameworks, risk assessments and product requirements
- Develop and manage:
  - AI risk classification methodologies
  - AI product compliance documentation and audit readiness

- Vendor and subcontractor product compliance frameworks
- Support contractual negotiations involving AI-specific terms and annexes
- Ensure alignment between AI product compliance, product development and vendor ecosystem constraints

## **2. Information security & resilience regulatory framework**

- Coordinate compliance efforts across key information security regulations and standards, including:
  - EU NIS2 Directive
  - EU DORA Regulation
  - EU Cyber Resilience Act
  - EU Cybersecurity Act
  - National laws & regulations such as Germany's BSIG / BSI-KritisV, UK's Telecommunications Security Act and California's CCPA where applicable
- Support certification and assurance programmes such as:
  - ISO 9001 / ISO 27001 / ISO 27701 / ISAE3000 / SOC2 / BSI C5 / HDS / NEN7510

## **3. Data, platform & digital regulation compliance**

- Lead or support compliance initiatives related to:

- EU Data Act & Data Governance Act
- EU Digital Services Act
- EU e-Evidence Regulation (cross-border data access obligations)
- Support the definition of:
  - Data-sharing frameworks
  - Platform governance and transparency obligations

#### **4. Accessibility, sustainability & ESG regulatory framework**

- Support compliance and reporting initiatives for:
  - EU Accessibility Act
  - EU CSRD
  - EU CSDDD
  - Broader ESG and sustainability frameworks (including SBTi)
- Work with finance, legal and business teams to:
  - Implement ESG data collection and reporting processes
  - Support due diligence on supply chains and human rights impacts

#### **5. Global compliance programme build-up**

- Build and scale a group-wide compliance operating model, aligned with Dstny's GRC priorities
- Transition from a reactive (product) compliance approach to a structured, scalable framework, where compliance is embedded in the product lifecycle
- Improve, develop and implement policies:
- Create risk registers and prioritisation frameworks based on regulatory weight and maturity gaps
- Develop internal training & awareness programmes
- Set up and maintain a central compliance knowledge base

## **7. Business partnership & strategic enablement**

- Act as a trusted advisor to product, engineering and business teams
- Support:
  - Customer negotiations and tenders (particularly enterprise and service provider clients)
  - Product roadmap decisions where compliance impacts go-to-market strategy
- Contribute to strategic discussions on AI and digital product offerings, ensuring regulatory readiness

## **8. Vendor & supply chain compliance**

- Coordinate compliance obligations across subcontractors and vendors, including:
  - Cascading regulatory requirements (AI, security, data, ESG)
  - Contractual protections and audit rights
- Support procurement in managing third-party compliance risks across all relevant frameworks

## **9. Stakeholder management & governance**

- Work closely with:
  - Group Compliance Officer
  - Group Information Security Officer
  - Group Legal department
  - Data Protection Officer
  - Local Compliance Ambassadors
  - Product, engineering, and procurement teams
  - External advisors
- Represent Dstny in discussions with customers, regulators, authorities and partners on compliance matters

**What we're looking for in you...**

- 5+ years of experience in regulatory, compliance, technology law, information security or risk management;
- Working knowledge of the following regulations is a plus:
  - AI Act, NIS2, DORA and related frameworks
  - Broader EU digital and ESG regulatory landscape
- Experience in SaaS or technology environments is strongly preferred;
- Ability to operate in a multi-jurisdictional and fast-evolving regulatory environment;
- Strong stakeholder management and communication skills;
- Pragmatic, structured and hands-on approach;
- Fluent in English (Dutch/French are a plus)

## **What we can offer you...**

- A competitive salary, including an eco-friendly company car with fuel/charging card or an interesting flexible mobility budget.
- Electronic meal vouchers, health insurance.
- Seniority days: extra vacation days based on your seniority (1 day every 3 years, up to a maximum of 4 days)
- Flex Income Plan: tailor extra advantages using your budget of your 13th month
- Access to Benefits@Work: enjoy discounts at a wide range of popular brands and retailers

- Flexible working hours, with the possibility of remote work. Because in digitalization, we should set a good example, right?
- A pleasant working environment in a renewed Dstny house, customized to the wishes of our Destinians.
- A great team of colleagues and wonderful customers.
- A friendly atmosphere with regular fun team-building activities or company events.
- Always fresh soup, fruit, and delicious coffee.
- To be a part of the Dstny family: an ambitious, inclusive and people-centric organisation

You'll join a fast-growing European tech company where your work truly matters. You'll work close to senior management, interact with investors and auditors, and help shape the financial backbone of a company that keeps growing and evolving.

<https://dstny.com/>