

Legal & Compliance Manager BENELUX – Schelle

Who are we? Within the Fresenius Group, Fresenius Kabi is the global healthcare company specializing in life-saving medicines and technologies for infusion, transfusion and clinical nutrition.

For more than 100 years, we have worked to save lives and improve the quality of life of our patients. A clear focus on innovation and efficiency has helped us make high-quality healthcare accessible to a steadily growing number of people.

What will you do? As **Legal and Compliance Manager**, you head up our Legal & Compliance department and will lead all activities for the **BENELUX** region. You act as a strategic advisor and trusted partner to local management, ensuring adherence to national and international laws, corporate standards, and ethical practices. This standalone role combines operational legal support with strategic compliance leadership. You work closely with various departments such as Sales, Marketing, and the international Legal & Compliance team.

Compliance and Local Implementation:

- Act as main contact for all Compliance-relevant questions, concerns and issues and provide respective support and advice the local management on legal risks and ensure regulatory compliance across operations.
- Perform Compliance risk analyses
- Ensure the effective implementation and continuous improvement of Fresenius Kabi's CMS in the area of responsibility while adhering to the Group's relevant international and local minimum standards
- Foster and encourage a culture of integrity and an open speak-up culture through training and communication campaigns, considering also the results of surveys, compliance case reporting and Internal Audits
- Be responsible for policy management and ensure effective implementation of relevant Global Policies and Standard Operating Procedures ("gSOP")
- Serve as contact point within the framework of gSOP Case Management (whistleblowing and investigations)
- Report on Compliance Management System Reporting (CMSR) and the results of regular Compliance Risk Assessments
- Develop adequate local Compliance communication material
- Offer training and guidance to employees in Compliance related matters, including particular local legal requirements and the onboarding of new employees
- Monitor the legal environment for relevant changes in legislation and identify necessary adjustments within the local/ELT area Compliance strategy
- Manage (respectively support) internal Compliance investigations as well as the implementation of disciplinary sanctions
- Assess Compliance-relevant issues with regards to third party checks, due diligences and approvals

Legal Affairs:

- Responsible for legal department in BENE, act as SPOC for all local legal affairs.
- Handling legal issues, which may include topics such as patents, antitrust, GDPR, penalties, HR matters, claims, tenders
- Responsible for contract management, such as sales contracts, marketing partnerships, NDA's and vendor agreements
- Collaboration with external legal counsels
- Translate corporate laws and regulations into local actions
- Support internal and external audits, certifications processes, and internal investigations.

Your Profile:

- Qualification: Master's degree in Law, or relevant field.
- Minimum 5-8 years of experience in a compliance function or legal counsel, in-house or as consultant, preferably in Pharmaceutical or comparable environment or industry
- Strong knowledge in the areas of corruption, fraud, antitrust, data protection, anti-money laundering and trade compliance as well as knowledge of relevant local legislations and jurisdictions in the respective Legal Entity/ELT Area
- Excellent communication and stakeholder management skills.
- Convincing appearance and ability to interact with local management on eye level
- Fluent in Dutch, French, and English
- Personal skills: assertive person of trust with high level of integrity, conscientiousness and accuracy, confidentiality and discretion; strong sense of service and initiative
- Intercultural skills: Experience in working with people of all hierarchies and different cultural backgrounds

What do we offer? You will join a dedicated and passionate team within an international organization that focuses on the personal development of each employee.

We offer a full-time permanent contract, a market-competitive salary, interesting extralegal benefits, group and hospitalization insurance, and 13 ADV days + 1 cultural day off, on top of the statutory holidays.

Apply now!

Interested in boosting our **COMMITTED TO LIFE** story and contributing to the optimal quality of life for our patients? Send your motivation and CV to bene.humanresources@fresenius-kabi.com