Europeum seeks: General Counsel

Vacancy details

Application start date (CET): 15 October 2026

Application deadline (CET): 30 November 2026, 12:00 CET (extended)

Job Position: General Counsel (part-time assignment, scalable)

Contracting entity: EUROPEUM-EDIC

Contract: Service contract (outsourced assignment)

Working hours/dedication: Part-time, around 50% (about 10 days per month), scalable to full-time as activities ramp up

Duration: 12 months, renewable

Reporting line: CEO / Director of Europeum-EDIC

Location: Brussels; occasional travel within Europe

Start date: January 2027 at the latest, earlier if possible

Working Language: English

About Europeum

Europeum-EDIC, the European Digital Infrastructure Consortium that operates the **European Blockchain Services Infrastructure (EBSI)** on behalf of the Member States, is seeking a service provider to take on the **General Counsel** function. The assignment covers governance, legal, compliance and risk, as well as advising management on these matters; governance and legal are the priority.

Purpose and Objectives

Based in Brussels and working directly with the CEO, the provider builds Europeum's legal function. They lead governance and legal work personally and delegate day-to-day compliance and risk management to a dedicated manager under their supervision. By the end of the first 12 months, three objectives must be met:

1. **Run governance properly**: EDIC bodies convened in due form, decisions recorded, statutes and internal procedures up to date.
2. **Secure corporate and commercial legal work**: contracts for the EBSI commercial launch and the node operator programme signed on standard templates.
3. **Frame compliance and risk**: map of the regulations applicable to Europeum and EBSI completed; a compliance and risk manager in place to run it.

Scope of the Assignment

The assignment covers four corporate office areas and a cross-cutting advisory role. Governance and legal take most of the time; compliance and risk are supervised, and HR is limited to legal oversight.

1. Governance and corporate secretariat (priority)

- Preparing and running meetings of the Assembly of Members and committees, minutes and follow-up of decisions.
- Statutes, rules of procedure and their amendments. Approval of accounts with external experts.
- Accession of new members and observers. Possible establishment of a Board of Directors and its operating rules.
- Delegations of authority, internal procedures, archiving and digitisation of records.

2. Corporate law (priority)

- Legal life of the EDIC under its founding act, its statutes and the Belgian law applicable at its seat. Powers and signatures.
- Legal relations with the European Commission and the Member States. Structuring partnerships or related entities.

3. Commercial law (priority)

- Drafting, negotiating and approving partnerships, service contracts, SLAs, licences (including open source), NDAs, terms and conditions, and node operator agreements. Template library.
- Supplier contracts and procurement procedures. Obligations under EU grant agreements (HADEA).
- Protection of the Europeum and EBSI trademarks. Pre-litigation, selection and management of external counsel.

4. Compliance and risk (delegated)

- Scoping the function and appointing a compliance and risk manager to run it day to day.
- Supervising their programme: risk register, internal policies (anti-corruption, ethics, information security), due diligence on partners, suppliers and acceding Member States, training.
- Approving quarterly reporting to management and governing bodies.

5. Public procurement (compliance)

- Monitoring that Europeum's purchases comply with the procurement rules applicable to the EDIC (EU framework as transposed into Belgian law, HADEA grant agreement requirements, and the Procurement Implementing Rules under Article 32 of the Statutes once adopted): choice of procedure by threshold, publication and competition, conflict-of-interest declarations of evaluators, award reports and audit trail.
- Ex-ante legal check of procurements above 30 k€.
- Support to the drafting and adoption of the Procurement Implementing Rules in 2027. Annual procurement plan and procurement register.

6. Human resources (oversight)

- Legal oversight of contractors and service providers in each country: contractual framework, compliance with local law, coordination with external employment-law experts. No operational HR management.

7. Management advisory

- Advising the CEO and governing bodies on governance, legal, compliance and risk matters.
- Legal analysis of new products, partnerships and expansion.

Out of scope: payroll and operational HR, tax, court representation if the provider is not a member of the bar.

Regulatory Framework to Map

Within the first 90 days, the provider maps the regulations applicable to Europeum and to the scope of EBSI, assesses their impact and hands the map to the compliance and risk manager for follow-up. The list below is an indicative starting point.

- **EDIC status and governance**: Decision (EU) 2022/2481 establishing the Digital Decade Policy Programme (EDIC framework); Commission Implementing Decision setting up Europeum-EDIC; statutes; Belgian law applicable at the seat.
- **Digital identity and trust services**: eIDAS 2.0 Regulation (EU) 2024/1183 and its implementing acts (EUDI Wallet, electronic attestations of attributes); proposed Regulation on European Business Wallets, COM(2025) 838, under negotiation.
- **Data protection**: GDPR (EU) 2016/679 and the Belgian Act of 30 July 2018; EDPB Guidelines 02/2025 on processing of personal data through blockchain technologies; Regulation (EU) 2018/1725 for exchanges with EU institutions; "Digital Omnibus" proposals amending the GDPR, under negotiation.
- **Cybersecurity and resilience**: NIS2 Directive (EU) 2022/2555 and the Belgian Act of 26 April 2024; Cyber Resilience Act (EU) 2024/2847 for software components; DORA (EU) 2022/2554 if EBSI provides ICT services to financial entities.
- **Data and interoperability**: Data Act (EU) 2023/2854; Data Governance Act (EU) 2022/868; Interoperable Europe Act (EU) 2024/903; Single Digital Gateway Regulation (EU) 2018/1724 (OOTS).
- **Commercial activity and liability**: Competition and State aid law (Articles 101, 102 and 107 TFEU); Product Liability Directive (EU) 2024/2853, which covers software; open source licences (EUPL).

- **Funding and procurement**: EU Financial Regulation and grant agreements (HADEA, Digital Europe Programme); Directive 2014/24/EU and the Belgian Act of 17 June 2016 on public procurement, depending on the regime applicable to the EDIC.
- **Integrity and sanctions**: Anti-corruption; EU restrictive measures (partner screening); Whistleblower Directive (EU) 2019/1937 and the Belgian Act of 28 November 2022.
- **To be assessed**: MiCA (EU) 2023/1114 depending on how services evolve; AI Act (EU) 2024/1689 if AI systems are used; anti-money-laundering rules for EBSI customers' KYC use cases.

Deliverables and Indicators

The first 100 days are devoted to the initial assessment and foundations; the recurring cycle takes over after that.

- **Day 30**: Assessment note (governance, current contracts, compliance) and prioritised action plan.
- **Day 60**: Annual calendar of governing bodies.
- **Day 90**: Regulatory map v1; contract template library (NDA, services, partnership, terms of use, node operator agreement); profile and appointment of the compliance and risk manager; compliance review of ongoing procurements and of the 2027 procurement plan.
- **Day 180**: Internal policies adopted; risk map v1; procurement procedure and templates (call, evaluation grid, conflict-of-interest declaration, award report).
- **Monthly**: Activity report: days used, matters handled, alerts.
- **Quarterly**: Governance, risk and compliance reporting to management and governing bodies.
- **Annually**: Review of the regulatory map; recommendation on the assignment's workload.

Proposed Indicators

- Turnaround for a standard contract: 5 working days at most.
- Share of contracts signed on a Europeum template: 100%, except exceptions approved by the CEO.
- Minutes of governing bodies circulated within 15 days: 100%.
- Procurements above 30 k€ with a documented procedure, conflict-of-interest declarations and award report: 100%.

Your Profile

The provider may be a freelancer, a law firm or a consultancy; a named lead consultant carries the assignment, with an identified back-up.

- **Education**: law degree (master's or equivalent), ideally in corporate, contract or digital law; an LL.M. is a plus.
- **Experience**: at least 15 years as in-house counsel or business lawyer, including corporate governance (company secretary) and corporate and commercial law.

- **EU environment**: experience with the EU institutions and Member State administrations; familiarity with consortia that have complex governance; hands-on experience of public procurement (Directive 2014/24/EU or EU Financial Regulation), ideally in an EU-funded body.
- **Regulation**: hands-on command of the GDPR as applied to decentralised infrastructure; good knowledge of eIDAS 2.0, NIS2 and the Data Governance Act. Blockchain/DLT experience is a strong asset.
- **Leadership**: ability to scope and supervise a delegated function and external providers across several countries.
- **Qualities**: rigour, independent judgement, discretion, ability to handle disagreements with senior representatives of several States.
- **Location**: lead consultant based in Brussels or willing to relocate.
- **Languages**: fluent legal English essential; French is a plus.

Contractual Framework

The assignment takes the form of a part-time service contract paid as a monthly flat fee, designed to scale to full-time as Europeum's activities ramp up.

- **Contract type**: service contract, with no relationship of subordination; enhanced best-efforts obligation.
- **Workload**: around 50% of full-time, i.e. about 10 days per month.
- **Scaling**: review at 6 and 12 months based on activity levels; move to full-time by contract amendment.
- **Duration**: 12 months, renewable; 3-month probationary period, terminable with 30 days' notice.
- **Location**: Brussels; on-site presence in line with the governing bodies' calendar and the needs of the assignment.
- **Availability**: response to urgent matters within 24 working hours.
- **Start date**: January 2027 at the latest, earlier if possible.
- **Fees**: monthly flat fee based on the proposed grid (half-time, then full-time if the assignment scales up); any work beyond the agreed workload requires the CEO's prior written approval; travel expenses reimbursed on receipts.
- **Insurance**: professional liability insurance covering legal advice.
- **Deliverables**: owned by Europeum upon delivery.
- **Subcontracting**: not allowed without written consent, except for the named back-up.
- **Confidentiality**: full confidentiality undertaking, continuing for 5 years after the end of the assignment.
- **Handover**: documented handover of files at the end of the assignment.

Selection Procedure

The timeline targets a start in January 2027 following the selection of the provider.

Timeline

- **Publication of the call**: 15 October 2026
- **Application deadline**: 30 November 2026, 12:00 CET
- **Shortlisting**: 1–4 December 2026
- **Interviews with proposed consultants**: 7–16 December 2026
- **Award and signature**: 18 December 2026
- **Start of the assignment**: January 2027

Application Submission

The application should include the following documents in English:

1. Note on the understanding of the assignment (3 pages max.) and approach to the first 100 days.
2. Proposal note (3 pages max.) on establishing a Board of Directors for Europeum: role and powers, composition, relationship with the Assembly of Members and the Director, and principles for its rules of procedure, within the framework of the EDIC statutes and Decision (EU) 2022/2481.
3. CVs of the lead consultant and the back-up.
4. Two to three references for comparable assignments.
5. Financial offer as a fee grid: monthly flat fee for about 10 days per month (half-time) and monthly flat fee for full-time (about 20 days per month), daily rate for additional days, and travel expense arrangements.
6. Availability date, declaration of interests and proof of insurance.

The statutes of Europeum-EDIC are available on request from the contact below.

Evaluation Criteria

- Governance and corporate/commercial law expertise: 40%
- Data protection and compliance: 20%
- Understanding of the Europeum/EBSI context, including the Board of Directors note: 20%
- Price: 10%
- Availability and responsiveness: 10%

Additional Information

- Any questions about this assignment should be sent to Europeum's CEO: xavier.juredieu@europeum.eu