

Senior Manager, Compliance

Reporting to: Managing Director

Hours of work: Full-time, Monday to Friday (Operating as a 32h Monday to Thursday 4 day week employer as a policy benefit)

Contract terms: 12-month initial contract, with likely extension to permanent.

Salary: £84,000 - £114,000 p/a dependant on experience.

Location: Remote within UK or Belgium.

Benefits: 32h 4 day week employer; 20 days paid annual leave per annum under 4 day week policy plus all public holidays; company pension scheme; parental leave; flexible working; company-provided MacBook; home-working allowance after successful completion of probationary period, coworking or office space provided.

Apply online: <https://app.beapplied.com/apply/5jamliwujc>

Applications close: 11:59pm, 23rd Nov 2025 GMT

Job Purpose

This is a unique and exciting opportunity for someone to lead the business development and delivery of AWO's compliance service offering.

AWO is five years old this year, and its compliance team has delivered work for international bodies like UNICEF, UNHCR, and the World Bank; non-profits like Human Rights Watch and Greenpeace; technology companies like BlueSky and well-known challenger fintech companies as well as global philanthropic entities.

We are seeking an experienced leader to take the helm of our Compliance team at a pivotal moment in our evolution. The compliance team is refining its strategy to meet shifting client demands and to build on the previous leadership that enabled its success to date. As such, we're seeking a motivated and ambitious leader who can harness the energy of a talented team, bring clarity, confidence, and direction to its next phase. The existing team of three are based in the UK, Italy and Australia. The Managing Director of the agency, who will line manage this role, is also based in Australia.

This team's current primary focus is GDPR data protection services, but also provides human rights impact assessments, and AI compliance solutions to our diverse client base. Depending on your expertise, you may help define our AI Act, DSA and CSDD or broader cyber security compliance capability - designing gap analyses, (human rights) risk assessments and help translating obligations into actionable practices. Based on your background, you may also collaborate with our legal team who provide regulated legal advice to clients, or with our policy team who advise on the EU's broader digital regulatory framework.

The successful candidate will draw on a well-established professional network to expand our current reach, generate new high-quality leads and business opportunities, and position our compliance services within relevant professional circles. This is a role that can be shaped by the successful candidate's vision, prior experience, and network. It offers a rare opportunity to define the next chapter of a purpose-driven team working at the intersection of law, technology, and policy.

Job Duties and Responsibilities

Business Development and strategic growth

- Lead the growth of AWO's compliance practice by identifying new clients, opportunities and partnerships across sectors – including with multinational organisations, SMEs, Research and Development (R&D) projects, international organisations or philanthropic funders.
- Proactively monitor procurement calls, funding opportunities, and contracted service tenders aligned with AWO's strategic priorities.
- Take primary responsibility for achieving quarterly sales targets alongside quarterly OKRs and KPIs with specific targets determined by team composition and strategic priorities.
- Lead the design and delivery of bids, proposals and tenders.
- Be creative in exploring new opportunities and clients for the team.

Compliance Client Work

You will lead and contribute to a broad range of compliance projects for AWO's clients, including:

- Strategic advisory: Provide actionable advice on data protection and related matters, including the GDPR, e-privacy Directive, EU member state data protection law and data protection regulations of international organisations. This includes designing compliance frameworks, policies, and documentation such as DPIAs, data sharing agreements, controller–processor arrangements, standard contractual clauses, information notices, consent management or internal governance templates.
- Capacity building and client support: Develop and deliver tailored training packages that strengthen clients' compliance maturity and awareness.
- Cross-functional collaboration: Work closely with AWO's legal and policy teams to ensure coherent, integrated advice across the EU's broader digital-regulatory landscape.
- Research and thought leadership: Track and interpret key regulatory developments and contribute to AWO's public publications and external engagements.
- AI Act, DSA, cyber security, and CSDD compliance: The ideal candidate will also define and expand AWO's capability in emerging compliance domains, including the AI Act, Digital Services Act, Corporate Sustainability Due Diligence, Cyber Security Assessments and Human Rights Impact Assessments. This may include conducting gap analyses and risk analyses, advising on the intersection of data protection with these domains, advising on governance structures and accountability mechanisms and translating regulatory requirements into practical tools, templates or processes.
- Global frameworks: Monitor global developments, and be knowledgeable about regional data protection laws and frameworks beyond the EU, including the California Consumer Privacy Act (CCPA) or standards like the OECD data protection principles.

Project Leadership and Delivery

- Oversee complex multi-stakeholder projects from inception to wrap-up, ensuring projects are delivered on time, within budget and to the highest quality standards
- Design efficient workflows, allocate resources effectively, and anticipate or resolve obstacles that may impact delivery or client satisfaction.
- Manages scope and expectations effectively — helping clients achieve meaningful results within realistic budgets, timelines, and capacities.

People and Team Development

- Provide leadership and direction to a team of three compliance professionals, supporting their growth and fostering a collaborative culture.
- Coach and mentor team members in their client work, encouraging professional development and ownership of results.
- Conduct regular performance reviews, support goal setting, and identify training and learning opportunities aligned with career progression.
- Promote strong internal communication and ensure effective time and project reporting across the team.

Organisational Contribution

- Play an active role in shaping AWO's culture, values, and strategic direction.
- Contribute to the continuous improvement of AWO's policies, methodologies, and quality standards. as required.

Person Specification

Skills, Qualifications and Experience

- Proven track record in compliance, law, or other regulatory strategy, with substantial experience in GDPR and data-protection compliance.
- Experience of managing complex compliance or advisory projects, ideally within a consulting, legal, or international organisational context.

- Demonstrated ability to develop and implement compliance frameworks and support clients through organisational and technological transitions under the GDPR or comparable regimes.
- Familiarity with the EU's broader digital-regulatory landscape, including the AI Act, Digital Services Act (DSA), and Corporate Sustainability Due Diligence Directive (CSDDD), or a strong willingness to deepen expertise in these emerging areas.
- Strong business-development acumen — able to identify opportunities, build relationships, and translate AWO's mission into commercial growth.
- Excellent written and verbal communication skills, including the ability to draft high-quality proposals, reports, and client materials.
- Experience managing or mentoring staff, with a collaborative leadership style and commitment to professional growth.
- Legal practising certificate in one European jurisdiction is considered a strong asset.

Behaviours and Competencies

- Strategic thinker with the confidence to set direction and make sound judgments under uncertainty.
- Entrepreneurial and proactive, comfortable working in a dynamic environment and contributing to business development.
- Collaborative leader who inspires trust, values diverse perspectives, and supports others to succeed.
- Adaptable and resilient, able to navigate evolving regulatory landscapes and shifting client needs.
- Committed to AWO's mission, combining professional excellence with a strong sense of purpose around law, technology, and human rights.

Why work at AWO?

Our team consistently rates AWO as a great place to work. In our most recent annual engagement survey, employees said they would highly recommend AWO as a good place to work to a friend, with the question receiving a score of 4.4 out of 5.

Work That Matters

Our work is at the forefront of the intersections of data, technology, law and policy, and no two projects are the same. You will work with a diverse and exciting array of clients and projects from the private, public, and third sectors.

Culture and Benefits

We have a positive internal culture and we make sure we take care of each other by providing:

- **Four day week:** a 32 hour week means improved work-life balance, productivity, and employee well-being.
- **Generous leave:** 20 days of paid annual leave (under four day work week policy) plus all public holidays, up to 10 weeks of paid sick leave, plus paid leave for the week between Christmas and New Year's
- **Family support:** an enhanced family leave policy of 18 weeks for birthing parents and 9 weeks for non-birthing parents at full pay, plus additional leave to help manage any last-minute emergencies
- **Equipment:** great technology provision, including Apple devices, external screens and a generous work from home allowance to get you set up at home
- **Flexibility:** the freedom to structure your work schedule the way that works best for you within your working time, with the option to work from a co-working space or home depending on what helps you work best
- **Fun:** virtual social-interest "clubs" where we can relax and get to know each other, plus our annual in-person meet up.

Collaborative Approach

We believe we work best when we work together. As a remote-first organisation, we encourage team members to learn from each other, including:

- Regular coffee chats
- Brown Bags lunches where team members present on current work
- Annual in-person gathering of the entire organisation
- Robust internal channels to share resources and information across the team

We pride ourselves in having an open culture where team members at any level and within any team can voice their opinions on emerging issues with respect and interest.

Professional Growth

The development and growth of our team is crucial to our success. We challenge ourselves to be better, through a culture of feedback and support. You can expect:

- Regular check-ins and conversations with your line manager with the opportunity to receive feedback in real time
- A performance development process that is open, honest, and focussed on your success
- Group training sessions to help sharpen your knowledge and skills, including workshops on effective writing, delivering feedback, and understanding technology
- The ability to meet your professional and development goals through individual and team training budgets

Values

Our values, developed through an iterative process with all team members across the organisation, inform not only how we work generally but also how we treat the people we work with and for.

- We **care** about our work and each other
- We **confront complexity** with curiosity and flexibility
- We **collaborate** to make positive change in the world
- We **cultivate excellence**