



Job description

Title: Legal & Compliance Manager Europe
Reports to: President
Location: Amsterdam, the Netherlands

Company Description

Segway-Ninebot is a global pioneer in high-tech electric mobility, dedicated to revolutionizing how people move. Our mission is to simplify the movement of people and goods, making life more convenient and captivating. Beyond leading innovation in micro-mobility, we are deeply engaged in service robotics and intelligent short-term transportation. With the headquarters stationed in Beijing, China, we focus on research, development, design, and distribution of cutting-edge short-distance transportation solutions. Segway-Ninebot Europe operates with branches in The Netherlands, Spain, France, and Germany.

General Description

As Legal & Compliance Manager Europe you will provide comprehensive legal and compliance support to the company's European operations. This role is responsible for establishing and strengthening compliance frameworks, managing legal risk across the full business lifecycle, and advising management on commercial, regulatory, and operational matters.

Key Responsibilities

- Establish and improve the compliance system, policies and processes particularly of European subsidiaries
- Conduct full lifecycle legal risk identification, assessment and response for business compliance
- Initiate and handle litigation and arbitration cases
- Offer risk prevention, legal consultation and support for the company's daily operations and decision making
- Draft, review, negotiate and advise on a variety of complex commercial contracts which may include distributor or dealer agreements, supply contracts, procurement agreements, and after-sales service agreements etc.
- Cooperate with the business team to prepare for the public procurement procedure
- Provide legal advice to business managers to ensure that legal issues are identified and resolved and that legal risk is managed appropriately
- Handle legal disputes, including coordination of litigation/arbitration procedures, and collaboration with external lawyers
- Provide support on legal compliance matters
- Provide clear and practical advice and assistance regarding legal matters to Segway Europe's management concerning our business activities
- Summarize potential risks of current business activities and provide training to the business team
- Maintain and coordinate external legal resources
- Other relevant legal matters for various European countries



Qualifications and Skills

- Master of law degree from a reputable university from a European jurisdiction
- 5+ years of professional legal experience, either as an in-house counsel or in private practice, experience in the consumer electronics industry is a plus
- Experience in commercial contract matters, corporate law and legal compliance
- Good commercial/transactional negotiation skills, particularly in cross-cultural and multi-jurisdictional transactions
- Familiar with European laws and regulations as well as with regulatory policies, with professional sensitivity and risk response capabilities
- Able to develop and implement legal strategies and solutions
- Demonstrate excellent analytical skills, precise and able to multi-task effectively
- Proactive, diligent, team player and also be able to work independently
- Excellent command of English, both verbally and in writing, knowledge of any other European languages or Chinese is a plus.