

## Risk & Governance Manager

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Company: Remote

Location: Netherlands

Category: computer-and-mathematical

### **All of our positions are fully remote. You do not have to relocate to join us!**

What this job can offer you Delivering innovative and practical legal solutions for Remotes products and services while mitigating risks. The team is comprised of generalists who handle initial legal support, supported by specialized sub-teams of Product, Employment, Sales & Commercial, Regulatory & Business Affairs, and Risk & Governance. The team is also supported by a growing Legal Operations function that provides operational support and drives continuous improvement through adoption of technology, data, process improvement and new ways of working. This is an exciting time to join Remote and make a personal difference in the global employment space as Risk and Governance Manager, joining our Legal Team! We are looking for a talented and eager professional to play a pivotal role in shaping and overseeing Remotes governance and oversight framework. We are looking for someone who can further build on our enterprise risk framework, working on risk identification, scoring, reporting, and monitoring of controls across the organisation, reporting up to our management team. With a company secretarial background, you'll also help to oversee the activities undertaken by our International Operations team and other teams across Remote that are responsible for obligations at a legal entity level (e.g. Tax). You'll get the chance to be exposed to work and activities at Remotes board and investor level. Join us in shaping a new sub-team within Legal, dedicated to overseeing risks at Remote. This role offers ample opportunities for career growth and ongoing learning within the dynamic realm of international corporate governance. You'll play a pivotal role in developing and executing governance strategies that align with our organization's overarching

objectives. Collaborate with a diverse and skilled team, fostering innovation and teamwork. Additionally, you'll engage with entities worldwide, gaining valuable exposure to international corporate practices and regulations. Join us as we embark on this exciting journey of building and enhancing Remote's governance framework. What you bring

7+ years practicing experience in risk management, entity management, corporate governance, including leadership or supervision of a global or regional footprint.

Bachelors degree, plus professional certifications in Corporate Governance/ Secretarial matters.

Experience in a senior role overseeing corporate governance and enterprise risk.

In-depth knowledge of international corporate laws and regulations, legal entity structures, stakeholder management and government regulations.

Experience working in diverse teams.

Policy development, corporate governance advisory, and implementation experience.

Strong analytical and strategic thinking skills, and excellent communication and stakeholder management skills. Ability to collaborate heavily with other departments.

Effective drafting skills, with the ability to draft clear minutes, agendas, and other related documentation such as board slides.

Ability to balance high-level governance tasks with operational efficiency.

Demonstrated leadership and decision-making abilities.

Detail-oriented with a focus on accuracy and compliance while being adaptable and able to thrive in a dynamic, fast-paced environment.

Writes and speaks fluent English, additional languages are a plus

It's not required to have experience working remotely, but considered a plus

**Job Responsibilities**

Oversee Remotes Enterprise Risk Framework.

Develop and implement strategies for corporate governance in alignment with broader

Remote governance policies.

Provide strategic direction and oversight relating to various activities undertaken in operational teams such as Annual General Meetings, regulatory inspections, board meeting calendars, directors training, D&O coverage, works council activities, licence renewals and applications, accounts filings, ESG reporting, Physical Mail Routing, Beneficial Owner Filings, Signatory Policies, Power of Attorneys, and other high-level governance tasks.

Ensure entities' compliance with corporate laws and regulations.

Work collaboratively with the International Operations team to define and enforce policies and procedures that balance corporate governance with day-to-day operational efficiency.

Collaborate on entity improvement projects, ensuring alignment with overall corporate strategies.

Help on matters at the Remote board level.

Contribute to corporate reorganisation requests, including complex projects such as debt-equity conversions, business model conversions, and other strategic initiatives.

Engage with internal and external stakeholders to ensure transparent and effective communication regarding corporate governance matters.

Practicals

**You'll report to:** VP General Counsel

**Team:** Legal

**Location :** For this position we welcome everyone to apply!

**Start date:** As soon as possible

**Remote Compensation Philosophy** Remote's is to ensure fair, unbiased compensation and fair equity pay along with competitive benefits in all locations in which we operate. We do not agree to or encourage cheap-labor practices and therefore we ensure to pay above in-location rates. We hope to inspire other companies to support global talent-hiring and bring local wealth to developing countries. At first glance our salary bands seem quite wide - here is some context. At Remote we have international operations and a globally distributed

workforce. We use geo ranges to consider geographic pay differentials as part of our global compensation strategy to remain competitive in various markets while we hiring globally. The base salary range for this full-time position is between \$41,750 USD - \$140,950 USD. Our salary ranges are determined by role, level and location, and our job titles may span more than one career level. The actual base pay for the successful candidate in this role is dependent upon many factors such as location, transferable or job-related skills, work experience, relevant training, business needs, and market demands. The base salary range may be subject to change.

**Application process** Roughly [4] hours across 6 weeks

Interview with recruiter

Interview with future manager

### **Benefits**

Our full benefits & perks are explained in our handbook at . As a global company, each country works differently, but some benefits/perks are for all Remoters:

work from anywhere

unlimited personal time off (minimum 4 weeks)

quarterly company-wide day off for self care

flexible working hours (we are )

16 weeks paid parental leave

mental health support services

stock options

learning budget

home office budget & IT equipment

budget for local in-person social events or co-working spaces

### **How youll plan your day (and life)**

We work async at Remote which means you can plan your schedule around your life (and not

around meetings). Read more at .

You will be empowered to take ownership and be proactive. When in doubt you will default to action instead of waiting. Your **life-work balance** is important and you will be encouraged to put yourself and your family first, and fit work around your needs.

If that sounds like something you want,

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