



Data Governance Expert/ Data Compliance Officer

Location: Brussels

Are you ready to take your career to the next level?

Do you thrive in environments that challenge and inspire you?

Would you like to grow within a team that values both excellence and enjoyment at work?

Taleo Consulting is an international management consulting group with offices in **France, Luxembourg, Belgium, The Netherlands, Switzerland, Spain, Singapore, Portugal, and Italy.**

We've grown into a team of **450+ talented professionals** across **10 offices worldwide**, partnering with leading organizations in **Financial, Life Sciences, Retail, and Energy** - Sectors, to drive transformation and deliver lasting impact.

At Taleo, you'll find more than just a job. You'll join a community of ambitious consultants who share a passion for growth, innovation, and teamwork. Together, we create an environment where you can develop your skills, take on new challenges, and truly make a difference.

What Will You Do?

At Taleo Consulting, we believe that **our growth starts with our people**. When our consultants thrive, so do our clients.

Motivated, curious, and passionate professionals make a real impact, not only on their own careers but also on the success of the organizations they support.

We're looking for individuals who **embody our values** and help us foster strong, trust-based relationships with both our **clients** and our **teams across the globe**.

Our success is built on the **talent, collaboration, and commitment** of our people and we're now looking for **Data Governance Expert/ Data Compliance Officer** to join our journey.

Mission Context

The mission consists of **establishing, strengthening, and evolving enterprise-wide data governance and data compliance frameworks**, ensuring alignment between business objectives, regulatory requirements, and data management best practices.



The role focuses on **implementing governance structures, improving data quality and compliance processes, and fostering data literacy across the organization**, while supporting the selection and implementation of governance tooling solutions.

Beyond governance execution, the objective is to **enhance collaboration between Business, IT, Security, Risk, Legal, and Privacy stakeholders**, ensuring sustainable and compliant data management practices.

The goal is to enable the organization to **improve control, transparency, and trust in data assets**, while ensuring compliance with regulatory frameworks such as GDPR and sector-specific obligations within a complex enterprise environment.

Key Responsibilities

Data Governance Framework Development

- Design, implement, and continuously improve the **enterprise data governance framework**
- Define and structure:
 - **Target operating models**
 - **Roles and responsibilities**
 - **Governance bodies and decision processes**
 - **Business glossary and metadata management**
 - **Data catalogue and lineage frameworks**
 - **Data quality and compliance standards**
 - Ensure alignment between governance practices and **business strategy**

Data Compliance and Regulatory Oversight

- Ensure compliance with **GDPR, data retention, access control, and privacy-by-design principles**
- Support implementation and monitoring of **data protection and regulatory compliance controls**
- Coordinate with **CISO, DPO, Legal, Risk, and Security teams**
- Support and strengthen **data compliance management activities** across the organization

Governance Process Management

- Develop, monitor, and optimize **data governance processes and controls**
- Analyze **non-compliance issues and governance gaps**
- Define and implement **corrective and preventive actions**
- Ensure proper execution of governance activities such as:
 - Business term documentation
 - Data classification
 - Metadata maintenance
 - Data quality rule definition



Monitoring, Reporting, and Quality Management

- Monitor and report on **data governance KPIs and data quality indicators**
- Ensure adherence to internal policies related to:
 - Metadata management
 - Data retention
 - Data lineage
 - Data classification
 - Data quality standards
 - Identify governance risks and propose **improvement initiatives**

Stakeholder Management and Collaboration

- Collaborate closely with **Business and IT stakeholders** to align governance processes with operational and strategic needs
- Act as an **integrator between technical and non-technical teams**
- Facilitate communication between **data governance, compliance, security, and operational teams**

Change Management and Data Literacy

- Act as a **change agent** for governance framework rollout and adoption
- Provide **training, coaching, and tailored support** for new governance roles such as:
 - Data Owner
 - Data Steward
 - Promote **data literacy and governance awareness** across the organization

Community Leadership and Governance Maturity

- Lead and participate in **internal and external data governance communities**
- Contribute to the evolution of **data governance maturity and best practices**
- Support the **RFP process for selection of a data governance and compliance tool**

Required Expertise – Data Governance Expert / Data Compliance Officer

- **Enterprise data governance framework design and implementation** (Expert, current experience)
- **Data compliance and GDPR governance** (Expert, current experience)
- **Data quality, metadata, and lineage management** (Advanced, current experience)
- **Stakeholder coordination across Business and IT** (Advanced, current experience)
- **Governance process optimization and change management** (Advanced, current experience)
- **Regulatory risk management and privacy governance** (Advanced, current experience)



Required Knowledge & Experience

Experience

- Proven experience in **data governance within large organizations**
- Hands-on expertise across the following domains:
 - **Data Roles & Governance Bodies**
 - **Data Quality Management**
 - **Data Protection & Regulatory Compliance**
 - **Data Lineage**
 - **Business Glossary Management**
 - **Metadata Management**

Technical Expertise

Mandatory

- Strong knowledge of **GDPR and privacy governance frameworks**
- Experience implementing **data governance operating models and controls**
- Ability to monitor and improve **data quality and compliance processes**
- Strong understanding of **regulatory compliance and governance frameworks**

Preferred

- Experience with **enterprise data governance and data management tools**
- Knowledge of **Python and/or SQL**

Business Knowledge

Mandatory

- Strong analytical capability with the ability to **simplify complex technical and regulatory topics**
- Experience working with **cross-functional stakeholders** (Business, IT, Security, Legal, Risk)
- Ability to act as a **facilitator and coordinator between domains**

Preferred

- Experience managing or supporting **RFP processes for governance tools**

Education & Certifications

- **Master's degree** or equivalent experience

Preferred Certifications

- **DMBOK, CIGO, AAIM** or equivalent certifications
- Privacy certifications such as **CIPP/E, CIPM**

Languages

- **Dutch – Native or C-level proficiency**
- **French – Minimum B2 proficiency** (or vice versa)
- **English – Minimum B2 proficiency**



Location & Working Model

- **Based in Brussels**
- **Minimum 2 days per week on-site presence required**

Soft Skills

- **Strong coordination and facilitation capabilities**
- **Excellent communication and stakeholder management skills**
- **Ability to bridge Business and IT effectively**
- **Analytical and structured mindset**
- **Ability to translate complex regulatory topics into actionable guidance**
- **Strong change management and coaching abilities**
- **Proactive, autonomous, and quality-oriented approach**
- **Strong community-building and collaboration mindset**

Why should you join us?

By joining Taleo, you'll become part of a **talented, international, and dynamic team**.

You'll benefit from **real career growth opportunities**, continuous learning, and the chance to build **long-lasting relationships** across borders and industries.

If you recognize yourself in this description and are ready to grow with a company that values ambition, collaboration, and excellence, let's connect.

Share your CV and take the next step in your journey with Taleo

