

THALES Group is a worldwide actor and a technological leader for safety and security in two main domains that are Defense and Security on one side, and Aerospace and Transportation on the other side. The Group employs **62.000 people in 56 countries**, being a **key actor for the security of people and goods, infrastructure and nations**.

Thales Belgium SA, Belgium competence center of Thales, is a company located on 2 sites, one in Tubize (near Brussels) and the other one in Herstal (near Liège).

Thales Belgium, which employs more than 200 collaborators, is specialized in the design, development and supply of critical information systems for customers in the sectors of **Defense, Security, Transport and Aerospace**.

For its activities, Thales Belgium SA (for both Tubize & Herstal sites) is looking for :

Legal & Contract Director

Mission:

The Legal & Contract Director contributes to the achievement of the strategic objectives of the company by managing and developing the Legal and Contract Management activities.

The Legal & Contract Director is in charge of all legal & contract issues for Thales Belgium. He or She is responsible for ensuring the (legal) risk management and legal compliance of the company.

Main Responsibilities:

- To provide high quality, cost effective and user-friendly legal services in a timely, proactive and solution-oriented manner, taking into account the business objectives and legal issues.
- To successfully build and manage the legal and contract management team within Thales Belgium.
- To lead and/or to support different corporate duties for Thales Belgium in his/her function as Country Compliance as well as Export Control Officer.
- Act as a General Secretary to the Board of Directors of Thales Belgium.
- To liaise and cooperate in a pro-active, timely and transparent matter with his/her L&C peers at GBUs¹ as well as DEOI² and Corporate level.

And more precisely:

- Understand and manage complex supply chains from a contractual perspective – upstream and downstream.
- Ensure that contractual, commercial and technical risks (ability to understand technical and commercial aspects of contracts) to the business are minimised and the company's operating needs are met all along a project (from bid phase to contract performance).
- Review and amend all legal documents for the company.
- Managing and controlling delegations of authority/signature for the company/companies included in its perimeter of responsibility.

¹ Global Business Units

² Europe and International Operations

- Participate in negotiations and drafting of contracts (with clients, partners, suppliers etc.) and support/avoid legal conflict.
- Legal and contractual support in the participation in public tendering procedures, including award review procedures and teaming agreements.
- Lead specific legal projects.
- Deal with a demanding and diverse internal and external client group network.
- Attend to Group L&C trainings, events and conventions on a case by case and need-to-know basis.

Profile:

- Master's degree in Law, preferably in Belgian Law
- (Preferably at least 5 years) professional and leadership experience as an in-house Legal & Contract Director with broad involvement in an international commercial and operational environment or as a senior associate or partner in a large, international law firm with a business oriented background.
- A strong personality who wants to challenge others and be challenged
- Ability to work independently as well as a strong team player within an international background and a matrix organisation.
- Ability to position L&C as a business partner by reflecting the impact of the commercial and operational context of the business
- Good negotiator
- Strong organisational & management skills
- Good and effective communication skills as well as good interpersonal and intercultural awareness to work in diverse teams.
- High level of commitment to service delivery and ability to work under pressure
- Strong interpersonal skills (able to deal with conflicts and resistance)
- Willingness to travel when required to fulfil the requirements of the role
- Language skills: professional proficiency in English, Dutch and French (mandatory)



If you are looking for :

- The solidity of a large Group
- The agility of a human-sized structure
- A company which at the forefront of innovation
- An environment that fosters personnel development of all collaborators and offers opportunities for evolution within an international group;

If you defend values such as company spirit, sense of responsibility, ethics, creativity and teamwork;

Thales Belgium can be your partner.

Send quickly your detailed CV with a motivation letter to the attention of Perrine Daniel, HR Manager, via mail to the following address : perrine.daniel@thalesgroup.com