



GOV-021D | Version 1.0.0 | 2026-01-17

1 EU PsID – Founding Documents

1.1 Compliance & Ethics Officer

(Interim – 4 years · Board Member · Co-founder)

1.1.1 Purpose of the Role

The Compliance & Ethics Officer is responsible for ensuring that the founding association and its activities are conducted at all times in accordance with applicable legislation, ethical principles, and the organisation's fundamental rules.

The role ensures that EU PsID is developed and matures on a foundation of **legal certainty, data protection, transparency, and ethical responsibility**, enabling a smooth transition to an independent foundation without legal, structural, or ethical debt.

1.1.2 Overall Responsibilities

- Monitor and ensure compliance with relevant EU and national regulations (including GDPR, eIDAS, association law, and foundation law)
- Manage and further develop the organisation's ethical principles
- Serve as an internal independent control and trust function
- Ensure documentability and audit readiness in all core processes
- Protect the organisation's purpose from mission creep, conflicts of interest, and opaque decision-making

1.1.3 Core Tasks

- Develop and maintain internal compliance and ethics policies

- Conduct ongoing ethical and legal assessments of new initiatives, partnerships, and technical solutions
- Advise the board and senior roles on risks, grey areas, and consequences
- Establish procedures for:
 - data minimisation and role-based access
 - handling of inquiries, complaints, and whistleblower cases
 - internal control and audit trails
- Ensure that the organisation's practices align with the principles communicated publicly
- Contribute to the preparation of foundational documents for the establishment of the EU PsID Foundation

1.1.4 Board Role

As a board member, the Compliance & Ethics Officer provides: - an independent, critical perspective on decisions - a focus on long-term trust over short-term efficiency - assurance that the board's work is legally compliant, documented, and ethically defensible

The role does not have operational management responsibility but has **the right and duty to draw attention to matters** that may jeopardise the organisation's integrity, purpose, or legal standing.

1.1.5 Interim Nature and Continuity

The role is interim for up to **4 years** during the founding phase.

Upon transition to long-term operation or foundation: - the role may be continued, reappointed, or transformed following a democratic decision - all knowledge, documentation, and history must be fully transferable and independent of the individual

1.1.6 Profile (Guideline)

We seek a person with: - a strong understanding of law, compliance, governance, or data ethics - high personal integrity and the ability to work independently - respect for privacy by design and citizen rights - a desire to build structures, not power - an interest in European collaboration and non-profit governance

Formal legal title is not a requirement — **responsibility, judgement, and principled stance are valued higher than CV.**

Document Verification

Document Hash (SHA-256)

4f4313db356e477a27365de9ac08dc03168dfb957edddd452be57a21c0f21f96

How to Verify

This document's integrity can be verified using the SHA-256 hash above.

Command line (Linux/Mac):

```
sha256sum document.md
```

Command line (Windows PowerShell):

```
Get-FileHash document.md -Algorithm SHA256
```

Online verification:

- Visit <https://gov.eupsid.org/verify>
- Upload the source markdown file
- Compare the calculated hash with the hash above

The hash is calculated from the source markdown file before PDF generation.