

Compliance Officer

Help fund the deep tech that solves the problems that matter.

Role	Compliance Officer
Employer	Innovation Industries
Location	Amsterdam (Amstel)
Hours	32 hours/week
Reports to	Chief Compliance Officer
Start date	In consultation

About Innovation Industries

Innovation Industries is a Dutch deep tech venture capital firm with €1 billion capital under management and a leading player in Western Europe. We invest in industrial technology, medtech, and agri & food technology. Our portfolio companies are behind real breakthroughs: energy-efficient photonic chips, climate-resilient seeds, safer and more efficient batteries, and sensing technologies for better care.

Our team of around 25 professionals understands the dynamics of deep tech. We have diverse and complementary backgrounds (with a strong base in engineering and business) and take a hands-on approach to investing. We work from offices in Amsterdam, Eindhoven and Munich.

About the role

As Compliance Officer you sit at the heart of our compliance function and work directly with the Chief Compliance Officer (CCO). Compliance is what makes it possible for us to keep backing the technologies that move society forward — every LP that we onboard, every fund we run, every investment we close depends on it being done well.

It is a broad, hands-on role. You will own day-to-day work across fund compliance, regulatory affairs and KYC/AML, while also helping us professionalize and automate the compliance function as the firm grows. You will work closely with the Investment team (joining the weekly investment meeting), the Operations team (General Counsel, CFRO, Controller) and external lawyers and (tax) advisors.

There is genuine room to grow: as you develop, you take on more ownership and broader responsibility.

What you'll do

You will be active across the core compliance domains of a licensed AIFMD venture capital firm:

Fund compliance

- Monitor fund-level compliance, including investment restrictions, concentration limits and side letter obligations across the portfolio.
- Review investment proposals from a compliance perspective and join the weekly investment meeting.
- Maintain and periodically review the firm's policies and procedures, including conflicts of interest, personal account dealing and market abuse.

Regulatory compliance

- Help maintain the firm's AIFMD license and track ongoing AFM/DNB obligations.
- Prepare and coordinate regulatory filings and notifications to AFM and DNB.
- Track regulatory developments (AIFMD II, ESMA guidelines, AFM/DNB publications) and translate them into impact on our operations and policies.
- Run periodic compliance (risk) assessments and maintain the compliance (risk) register.

KYC / AML

- Conduct and coordinate KYC/UBO screening for new and existing Limited Partners (LPs), portfolio companies and business relationships, including review of source of funds and wealth.
- Manage ongoing LP monitoring, including periodic KYC refresh cycles and screening against sanctions and PEP lists.
- Maintain and update the AML/CFT policy and related procedures, and run staff awareness and training.
- Coordinate FATCA/CRS classification and reporting with the fund administrator and tax advisor.

Improvement projects

- Standardize and automate compliance processes and workflows.
- Help professionalize the compliance function as the firm continues to grow.

What you bring

Must-haves:

- A relevant Bachelor's or Master's degree (HBO or WO).
- 2–5 years of relevant work experience in compliance, ideally within the financial sector, asset management or a licensed AIFM.
- Working knowledge of AIFMD, Wwft (AML) and Dutch financial regulatory frameworks (DNB/AFM).
- Strong written and spoken Dutch and English.
- Comfortable working in Microsoft 365.
- Curious, careful with detail, and comfortable owning topics end-to-end in a small team.

Nice to have:

- A compliance officer qualification (e.g. NIBE-SVV, VU Compliance Officer, or equivalent).
- Hands-on experience with KYC/AML processes and LP/PC onboarding.
- Affinity with deep tech, venture capital or private markets.
- Experience with compliance tooling or process automation.

What we offer

- **Great office** at the Amstel, Amsterdam
- **Dynamic and entrepreneurial environment**
- **Direct 1-on-1 coaching** from the Chief Compliance Officer and direct exposure to a senior team and top-tier advisors.
- **Real ownership:** a small team and the freedom to initiate and drive improvement projects.

Diversity & inclusion

We believe better decisions come from teams with different perspectives. We welcome applications from people of all backgrounds, identities and experiences, and we are committed to building an inclusive workplace. If you recognize yourself in most — not all — of what we describe above, we still encourage you to apply.

How to apply

Send your CV and a short motivation to info@innovationindustries.com, addressed to Nigel Diesveld. We aim to come back to you within 5 working days. The process typically consists of 2 interviews.

Questions before you apply? Feel free to reach out to Nigel Diesveld at career@innovationindustries.com.

* Please refer to our privacy policy for information on how Innovation Industries processes your personal data if you apply for a job with us: [PRIVACY POLICY](#)