

Dries Duijnste

Interim General Counsel - Legal & Compliance Advisor - Building Capabilities That Work

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Personal profile

Senior legal & compliance leader with 25+ years of international experience across Europe, Africa, and Asia. I combine board-level judgment with hands-on execution to help organisations navigate growth, transformation, and high-stakes decisions with clarity and speed.

I am known for practical solutions, fast onboarding, and the ability to stabilise and professionalise legal and compliance functions during periods of change. My leadership style is clear, collaborative and grounded in real-world experience, including extended time living in South Africa and China. I apply this experience supporting organizations that need legal and compliance capabilities without long-term cost of complexity.

Competences & Skills

- Interim General Counsel & strategic legal leadership
- Transformation & stakeholder management
- Compliance architecture & governance
- Crisis response & investigations
- Emerging markets & geographic expansion

How I work:

- I get the picture fast, connect with ease, and move change forward without friction.

Education & Qualifications

- 2025 *Toezicht nieuwe stijl* - Non-executive director course; School of Leadership by Ebbinge;
- 1990 Admitted to the Netherlands Bar
- 1988 Master of Law, University of Amsterdam

Languages

Dutch (native), English (fluent), French (basic), German (basic)

Additional activities

- Treasurer homeowners' association

Work experience

2026 - Founder DF Advisory, legal & compliance advisory firm, Amsterdam,

Interim General Counsel, Senior Interim Counsel, and Legal & Compliance Advisor. I support transforming organisations, scale-ups, and investor-backed companies by building legal and compliance capabilities that work — accelerating decisions, reducing risk, and enabling growth.

2020 –2025 Chief Legal Officer Versuni (formerly Philips Domestic Appliances), Amsterdam

Key achievements

- Directed the full legal and governance workstream of the separation and transition to PE ownership
- Led a global team of 30 across legal, compliance, IP, ESG, and sustainability.
- Served as board secretary and led all works council matters.
- Built scalable legal and compliance processes to support rapid transformation.

2004 – 2020 Head of Legal Philips, Amsterdam, Shanghai, Johannesburg, Eindhoven

Held senior legal leadership roles for international and regional divisions, supporting market expansion, operational excellence, and compliance

Selected achievements:

- Activated and embedded a China Compliance Program.
- Established the first legal department in Africa.
- Developed global distributor due diligence and healthcare compliance processes.
- Managed litigation and arbitration matters to successful outcomes.
- Guided innovative urban development projects in Eindhoven.
- Negotiated joint development and collaboration deals.
- Reduced contracting cycle times.

1996 – 1999 European Legal Counsel for scale-up NavTeq, (now HERE Technologies), Eindhoven.

1989 – 1996 Attorney Wieringa Advocaten, Amsterdam