



<https://deborarichard.nl/juridische-vacatures/job-legal-counsel-emea/>

## Job Legal Counsel (EMEA)

Department: Legal  
Reports to: General Counsel EMEA  
Location: Medline HQ, Utrecht Central

### About us

Medline is a leading provider of medical-surgical products and supply chain solutions, serving all points of care. Through a wide-ranging product portfolio, a robust supply chain network and modern clinical solutions, Medline helps healthcare providers (HCPs) improve their clinical, financial and operational outcomes. Headquartered in Northfield, Illinois, United States, the company employs more than 43,000 people worldwide and operates in more than 100 countries and territories. Outside the US, Medline International B.V. serves as the international headquarters and is in Utrecht, the Netherlands.

To learn more about Medline's operations in Europe, visit [www.medline.eu](http://www.medline.eu).

### Purpose

As our newest Legal Counsel, bringing experience as a generalist lawyer, you will handle a wide variety of commercial and legal operational tasks and projects. In this role, you'll collaborate with colleagues and stakeholders from diverse cultural backgrounds.

Medline EMEA is pursuing a clear growth strategy, expanding its operational footprint. As part of this journey, the EMEA Legal team is set to grow significantly – offering you the opportunity to make a real impact and develop alongside it.

### How can you help us?

- Draft, review and negotiate international commercial contracts to support our business operations including a/o product sales, procurement, logistics, etc.
- Support in legal operational tasks, including legal entity management, keeping track of legal spend and litigation, etc.
- Provide pragmatic legal advice to cross-functional teams; become a trusted partner in decision-making processes.
- Develop templates, process and identify and implement efficiencies across the day-to-day tasks of the EMEA Legal team, in collaboration with the other legal counsels.
- Willingness to become an expert in any of EU's sustainability and other (upcoming) regulations, medical device regulatory or other emerging areas essential to Medline's growth and sustainability goals.
- Support (due diligence) in M&A projects.

### Are you a match?

- A Law degree (EU jurisdiction) and 3-5 years of working experience in a

Dutch law firm or a (well-known) listed company in the Netherlands.

- Commercial acumen, enabling you to deliver practical solutions and make confident, risk-based decisions.
- Excellent proficiency in English; fluency in German or Spanish is a big plus.
- Able to present portfolio of work, including writing and work product samples. **To succeed in this role, you should demonstrate the ability to:**
- Quickly grasp business requirements and confidently challenge underlying assumptions when needed.
- Propose practical solutions rather than simply highlighting concerns or risks.
- Consistently deliver precise, high-quality and easy-to-understand outputs.
- Build strong interpersonal relationships and collaborate effectively across the Medline organization, both within and outside EMEA.
- Analyse and synthesise information from multiple sources, apply conceptual models, identify patterns, and draw well-supported conclusions.
- Develop clear and compelling presentation storylines, complemented by impactful visuals to illustrate proposed solutions and analyses.

### What we offer

Thrive in an international setting, with ample opportunities to apply your creativity and enhance legal operational excellence. In this role you will be exposed to a wide variety of commercial topics and will collaborate with colleagues with different fields of expertise. Unique opportunity for a pro-active and enthusiast lawyer that wants to contribute to an entrepreneurial organization with more than its legal skills.

Flexibility: Enjoy a modern work environment with flexible working options that support your work-life balance. You'll collaborate with colleagues at Medline's regional HQ in Utrecht (state-of-the-art office, easily accessible, next to Utrecht Central Station).

Medline is open to an employment contract of 32- 40 hours per week, in a hybrid form (3 days per week in the office).

*Besides the already mentioned:*

- One-year contract, with the expectation of a permanent contract following successful completion
- Market based base salary and a bonus plan
- Employee Assistance Program and wellness allowance
- 26 vacation days + the option to buy 5 extra days

### Ready for a new challenge?

Medline thrives when everyone feels truly connected and empowered to contribute their unique insights. We aim to ensure an environment where every individual feels a strong sense of belonging and is fully engaged. We're eager to welcome applicants, regardless of background and/or lived experiences, recognising that our differences in perspectives enables us to carry out our mission to help improve healthcare delivery and outcomes. We look forward to receiving your application.

### Contact

Please apply with your CV before 12th of January 2026. We look forward hearing from you!

MEDLINE

PLEASE APPLY HERE!

### Location

Catharijnesingel 47, 3511 GC, Utrecht, Nederland

### Hours per week

32-40

### Posting date

31 december 2025

### Apply before

12.01.2026