Where talented people are in good company

Associate Regulatory (m/f/d)

Location: Sofia

Position:
Full-time employee, as of now
Compensation:
to be agreed upon

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Our Regulatory team in **Bulgaria** operates at the centre of a dynamic and fast-paced legal and business environment. We advise clients across key regulated sectors and are trusted to provide clear, practical and commercially focused guidance on complex regulatory matters at both national and EU level.

We are looking to welcome Associates with excellent legal skills who are driven, ambitious and keen to understand how regulatory frameworks operate and how legal, political, and commercial considerations intersect in regulated environments.

How you'll contribute

- Advising on foreign direct investment (FDI) screening, approvals, and related regulatory requirements
- Providing guidance on competition law, including merger control and compliance matters
- Supporting clients with regulatory compliance frameworks, policies and risk assessments
- Advising on whistleblowing systems, internal investigations and related internal governance frameworks
- Assisting with sanctions-related advice and EU regulatory requirements
- Supporting interactions with Bulgarian and EU authorities, including regulatory filings and procedures
- Advising corporate and transactional teams on regulatory aspects of M&A and restructuring projects
- Providing advice on the application and implementation of EU law in Bulgaria, including cross-border matters involving EU institutions

What matters to us

- 1–5 years' post-qualification experience in regulatory, competition, EU, or administrative law, ideally gained at a reputable international or strong local law firm or regulatory authority
- Experience with regulatory filings, compliance projects, approvals, investigations, or regulatory due diligence
- Strong knowledge of Bulgarian and EU law, with exposure or interest in areas such as FDI, competition law, whistleblowing, GDPR, sanctions and regulatory compliance
- Strong drafting skills, including clear regulatory advice, compliance documentation and submissions to authorities
- Proactive, service-oriented professional with strong analytical skills, attention to detail and sound judgement
- Team player with good interpersonal skills and a willingness to learn and develop
- Bulgarian law degree (additional international degree an advantage), admission to the Bulgarian Bar (or eligibility) and excellent English

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Working at Wolf Theiss

For over 65 years, Wolf Theiss has been advising national and international clients, from privately held businesses to multinational corporations, on all aspects of business law in the Central, Eastern and South-Eastern European region. With more than 400 lawyers in 13 countries and a central European hub in Brussels, Wolf Theiss combines broad regional reach with in-depth local expertise, enabling seamless cross-border work and maintaining a strong local presence.

We are committed to fostering **a diverse and inclusive workplace** with equal opportunities for all and welcome applications regardless of gender, age, ethnic origin, nationality, religion or belief, sexual orientation, or disability.

What we offer

- Challenging and diverse work within an international environment with a strong focus on CEE/SEE
- Continuous professional development through our WT School
- A clear and transparent career path with dedicated mentoring and long-term development opportunities
- A secure, long-term position within a dynamic team
- An office that's easy to reach by public transport.
- Regular team events, activities and company celebrations
- Annual comprehensive health check

- Complimentary snacks and hot beverages

Ready to apply?

Please submit your application documents (CV, cover letter and academic transcripts) online, or contact us by phone if you would like to learn more about the position.

Ansprechperson

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