

# Zahed Ashkara

## Freelance AI & Privacy Consultant · Legal Counsel

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Legal counsel and freelance AI and privacy consultant. I translate the GDPR and the EU AI Act into decisions, roles, controls and evidence that legal teams, management and the business can work with. Assignments at a major bank, an international education publisher, a drinking water utility, central government and municipalities. Member of the NEN standards committee Artificial Intelligence & Big Data.

### CORE EXPERTISE

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| <b>Privacy &amp; GDPR</b> <ul style="list-style-type: none"> <li>• Privacy advice and GDPR implementation</li> <li>• DPIA screening, execution and review</li> <li>• Data processing agreements and suppliers</li> <li>• Data breaches and notification</li> </ul> | <b>AI governance &amp; EU AI Act</b> <ul style="list-style-type: none"> <li>• AI policy, roles and decision-making</li> <li>• Risk classification and evidence</li> <li>• AI inventory and use-case intake</li> <li>• Human oversight and supplier risk</li> </ul> | <b>Implementation</b> <ul style="list-style-type: none"> <li>• Controls and audit-ready evidence</li> <li>• Connecting legal, privacy, IT and business</li> <li>• AI literacy under Article 4</li> <li>• Board advice and workshops</li> </ul> |
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### ASSIGNMENTS

| Period               | Role and organisation                                         | Work                                                                                                                                                                                                                                                                                                                                                        |
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| Aug 2025 to date     | <b>AI &amp; Privacy Consultant, Sanoma (freelance)</b>        | Supports the privacy team of an international education organisation on data protection and responsible AI use. Translates the EU AI Act and GDPR into workable controls for AI use cases and guides AI and data protection impact assessments. Connects legal, privacy, product, IT and business in decisions on risk, human oversight and implementation. |
| Feb to Mar 2026      | <b>AI Governance Consultant, Rabobank</b>                     | Supported the bank-wide EU AI Act implementation programme in the Coverage & Completeness stream. Assessed the completeness of governance and evidence and helped prepare the transition to business as usual, working with the CRO, Compliance, Privacy, Model Risk Management and Global AI.                                                              |
| Feb 2024 to Nov 2025 | <b>Senior Legal Counsel Privacy &amp; AI, PWN (part-time)</b> | Advised within public critical infrastructure on GDPR, AI governance, data privacy, IT contracts and compliance. Supported the inventory and assessment of AI applications and drafted legal risk analyses, contractual frameworks and advice on data and AI questions.                                                                                     |
| Nov 2021 to Feb 2024 | <b>Legal Counsel, PNO Consultants Netherlands</b>             | Advised large enterprises, SMEs and start-ups on privacy and GDPR and on innovation, subsidy and energy projects and the associated legal risks. Carried out privacy assignments for clients and translated complex regulation into actionable advice, contracts and decisions.                                                                             |
| Oct 2020 to Oct 2021 | <b>Legal Professional, Eiffel</b>                             | Deployed at central government, municipalities and other public bodies with a focus on privacy in the public sector: GDPR advice on data-driven working and digital innovation, transparency, subsidies and responsible data use.                                                                                                                           |

CURRENT ROLES AND VENTURES

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| <b>Embed AI · Jan 2023 to date</b><br>Own consultancy for privacy, AI governance and interim support. Signatory of the EU AI Pact; training institution recognised by the Netherlands Bar (NOvA) since July 2026. | <b>Praxikon · Jan 2023 to date</b><br>Knowledge platform on the EU AI Act for legal, governance and compliance. | <b>LearnWize · Jan 2026 to date</b><br>Platform for role-based AI literacy and demonstrable evidence of learning. |
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EDUCATION, CERTIFICATIONS AND COMMITTEE WORK

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| <ul style="list-style-type: none"><li>• Master of Public Law, Vrije Universiteit Amsterdam (2017 to 2019)</li><li>• Bachelor of Laws, Leiden University (2013 to 2017)</li></ul> | <ul style="list-style-type: none"><li>• CAICO, Certified AI Compliance Officer, Centre for Certified Legal and Tech Expertise (Apr 2025 to Apr 2027)</li><li>• AI meets Law, TML Academy (Oct 2024)</li><li>• AI Fundamentals for Lawyers, Academie voor de Rechtspraak (Dec 2023)</li></ul> | Member of the NEN standards committee Artificial Intelligence & Big Data (since July 2026): the Dutch mirror committee of ISO/IEC JTC 1/SC 42 and CEN-CENELEC JTC 21, where the harmonised standards under the EU AI Act are developed. |
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ENGAGEMENT

Freelance or interim · hybrid · 24 to 40 hours per week · Dutch (native), English (fluent) · start date, duration and rate agreed after intake.

Current status and recommendations: LinkedIn. References on request.