

Tomasz Kramer.

Lawyer · Trainer · Learning architect

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I help regulated organisations adopt AI **confidently and compliantly** — through AI fluency training, EU AI Act compliance and AI governance advisory. Founder of **Kramer Consulting SARL-S**, an accredited training provider in Luxembourg, I bring **18+ years inside EU law and policy** and currently advise in practice on a **live high-risk AI system** (Annex III, employment) under Regulation (EU) 2024/1689, in partnership with RMT Labs. Creator of the Reg-to-Skills method. Trilingual delivery: English, French, Polish.

CURRENT PRACTICE

Founding Director, Lead Consultant & Trainer — Kramer Consulting SARL-S, Luxembourg 2024 – present

- AI governance advisory and AI fluency training for regulated organisations — from frontline teams to board level; approved training provider (*organisme de formation agréé*) in Luxembourg.
- Creator of **Reg-to-Skills**: a method that turns EU regulations (AI Act, DORA) into role-specific, ESCO-aligned competency frameworks and learning paths.

AI Governance Advisor — RMT Labs / Skillbourg (strategic partner) 2026 – present

- Advising in practice on the EU AI Act and GDPR compliance of an AI-enhanced talent-acquisition platform treated as **high-risk under Annex III (employment)** of Regulation (EU) 2024/1689.
- Full-stack governance: risk classification and conformity roadmap; data-governance foundation (ROPA, DPIA framework, lawful-basis register); special-category data (Art. 9), automated decision-making (Art. 22) and data-protection-by-design (Art. 25) under the GDPR; human-oversight and automation-bias controls (Art. 14 AI Act).
- Built an ISO/IEC 42001- and IAPP AIGP-mapped audit instrument; board-level compliance-maturity advisory.

AI Fluency Programme Lead — Digital Learning Hub, Belval (Luxembourg) 2025 – present

- Built and lead a 14-module AI training catalogue taking professionals beyond AI literacy (the EU AI Act Art. 4 baseline) to practical AI fluency: EU AI Act, AI governance, generative and agentic AI (Claude, Mistral), AI for HR & L&D, shadow-AI risk.
- 20+ seminars scheduled for H2 2026.

Senior Moodle & Legal Data Consultant — DG INTPA, European Commission 2024 – 2025

- Introduced competency-based data modelling for the INTPA Academy (Moodle); created job-profile-aligned learning pathways, assessment instruments and completion-support communication plans.

18+

YEARS IN EU LAW & POLICY

5,000+

PROFESSIONALS TRAINED

18

COUNTRIES DELIVERED IN

10+

EU INSTITUTIONS SERVED

CAREER HISTORY

Programme Manager & Legal Training Expert – European Institute of Public Administration (EIPA), Luxembourg 2010 – 2023

- Lecturer and content lead for EU law learning programmes: directed the design and delivery of **175+ seminars and workshops** for EU officials and national authorities across 18 countries – **5,000+ professionals trained**, including 3,000+ officials from 10+ EU institutions, agencies and bodies.
- Programme Director, Master 2 in European Legal Studies (MELS Online): directed 5 cohorts and migrated content to Moodle for blended and fully online delivery.
- Oversaw Luxembourg-MFA-funded multi-country technical assistance projects (Kosovo, Türkiye): multi-module curricula on company, competition, procurement and justice-reform law.
- Led 50+ open-enrolment legal seminars for judicial, policy and regulatory professionals.

Corporate Legal Associate – Deloitte and Amicorp, Luxembourg 2009

- Managed corporate legal documentation and lifecycle processes (company set-up, statutory changes, cross-border structuring), ensuring compliance with AML and corporate-governance requirements.

Course Director – Academy of European Law (ERA), Trier 2006 – 2008

- Designed and delivered 25+ EU law conferences and summer schools; moderated high-level expert panels (European Commission, Court of Justice of the EU, academia).
- Organised legal training for national judges, regulators and lawyers, including introductory modules on competition law for new professional audiences.

Earlier roles – Poland 2004 – 2005

- **Independent EU Law Consultant, Ministry of Economy (Warsaw)**: co-drafted the executive regulation governing the National Capital Fund of Funds (BGK) and produced legal inputs for its State-aid clearance by the European Commission.
- **Analyst, Unitel Consulting (Poznań)**: supported public institutions and SMEs in absorbing ERDF/ESF-type EU funds immediately post-accession – eligibility, procurement reviews, reporting and audit readiness.

EDUCATION

LL.M., European Law & Economic Analysis

College of Europe, Bruges (Belgium) – 2006

Master in Law (European Legal Studies)

Adam Mickiewicz University, Poznań (Poland) – 2005

Erasmus exchange year, Faculty of Law

Université de Rennes 1 (France) – 2003–2004

CERTIFICATIONS

Google Project Management Professional Certificate –

2025

PM² Essentials & PM² Agile Essentials

European Commission – 2024

LANGUAGES

Polish

Native

English

Full professional – C1 (Cambridge CAE)

French

Professional – B2/C1 (DEL F B2, français juridique)

Luxembourgish

Basic – A2/B1

SELECTED INSTITUTIONS TRAINED

European Parliament · Council of the EU (General Secretariat) · European Commission · Single Resolution Board · European Court of Auditors · ENISA · Europol · European Investment Bank · and 40+ national ministries, judicial schools and public agencies.

Accreditation. Kramer Consulting SARL-S is an approved provider of continuing professional training (*organisme de formation professionnelle continue agréé*) in Luxembourg – autorisation d'établissement N° 10165180/1, issued by the Ministère de l'Économie · RCS Luxembourg B284903.