

DIRECTOR OF COMPLIANCE

(Tariffs and classifications and regs, oh my!)

Baltimore, MD 21230 (Locust Point, McHenry Row)

When the tariff market exploded, Shapiro relied on our expertise, adaptability, and one another! In a world facing new challenges, a nimble but steady ship is more important than ever. We're so compliant, that US Customs learns from us!

Is there a seat on our boat for you?

Shapiro is not your grandpa's shipping company. We've been solving trade puzzles for 106-years but continue to evolve. Shapiro is proud to be a woman-owned company and named as a Best Place to Work!

Shapiro's **Director of Compliance** will be our leader over all import/export regulations, client compliance, and continued development of our relentless Compliance team & operations staff.

Responsibilities include being the public compliance face of Shapiro's customs brokerage legacy. You will oversee our internal standards of excellence, our external consulting division, training, and both import & export corporate compliance.

Shapiro is a size that offers growth & learning opportunities, but strong enough to compete across the globe.

JOB DESCRIPTION

Typical duties for our Director of Compliance include:

- Manages Compliance staff with a hands-on approach focused on development, customer solutions and regulatory excellence.
- Serves as an import and export regulatory resource for branches, customers, and other departments (IT, HR, or Accounting).
- "Owns" compliance consulting.
- Ensures all regulatory matters are addressed timely and accurately.
- Monitors all performance metrics such as ABI error rates & ACE results.
- Assures timely and thorough development of compliance & training materials related to Customs initiatives.
- Serves as a company contact and resource for all Government agencies for import and export regulatory issues.
- Enforces and monitors all compliance related to C-TPAT, TSA, & IAC.
- Ensures that the department adheres to established Corporate HR policies and procedures and, in conjunction with Director of HR, serves as a resource in all matters of employee performance and discipline.

SKILLS

Excellent written and verbal communication skills. Ability to generate creative solutions and/or problem-solve. Project management skills to handle a variety of initiatives. Ability to utilize current tech tools to increase efficiency and innovate solutions.

- Expert-level knowledge of Customs regulations and procedures.
- Knowledge of TSA, FMC, Hazmat and other transportation regulations.
- Aptitude to learn Shapiro computer systems; focused on the import, export and accounting applications.
- Strong leadership and management skills.
- Very strong computer/tech skills (Excel, Office, proprietary databases).
- Critical thinker. Must be flexible, organized, detail-oriented, and team-oriented.
- Ability to effectively communicate with a variety of contacts, vendors, and departments required (internal and external customers).
- Excellent written and verbal communication skills required for quoting, vendor management, and customer interaction.
- The ability to work as an effective member of a senior level team.
- Ability to handle various tasks simultaneously under high pressure and within demanding time constraints. Reliable. Punctual. Organized.

EDUCATION AND EXPERIENCE

- Minimum of seven (7) years' experience in Customs brokerage and forwarding with focus on compliance related issues.
- Licensed Customs Broker.
- Domiciled at our Corporate headquarters (most preferred) or Charleston branch (acceptable).
- College degree or equivalent experience in customs brokerage and forwarding (including exports).
- Seven years' experience with PC, including Microsoft Office, databases, software, web-based applications, and vendor's systems.

ABOUT SHAPIRO

Samuel Shapiro & Company, Inc., a third-generation family-owned business founded in 1915, provides creative and flexible logistics services. With worldwide strategic alliances, Shapiro is the supply chain partner that delivers customized, compliant, and reliable solutions to address its customer's specific import and export needs. Only Shapiro has an experienced and personable staff that truly cares and commits themselves to proactively achieving its customers' business goals.

CONTACT US: Rich Lucas, Recruiting Manager rich@shapiro.com