

## **Sr. Manager Logistics and Customs Compliance**

### **San Francisco, CA | |**

At Rothy's we believe there's a better way to do business, and it starts by putting the planet and its people first. That's why we transform eco-friendly materials into classic style staples that look just as good as they feel. To date, we've transformed more than 100 million plastic water bottles and 250,000+ pounds of ocean bound plastic into washable, wear-everywhere shoes and bags—and we're just getting started.

At Rothy's, sustainability is more than a buzzword. From the materials we choose and the way we craft our products, to the inclusive environment we foster at Rothy's HQ, to our 100% owned and operated factory and retail stores, creating a sustainable environment is our number one priority. Join us on our mission to do better.

#### **About the Team:**

The Operations team, frequently known as Ops, are master organizers. They thrive on the logistics of stuff—from managing our shipping systems to fine-tuning timelines to keeping a close eye on our inventory. Ops works with every single employee at Rothy's, including our retail staff, and they make organizational magic wherever they go.

The Sr. Manager Logistics and Customs Compliance reports to the VP, Supply Chain and works proactively with the Product, Finance and Production teams. This role will also work with external partners such as customs brokers, freight forwarders, and carriers. The Sr. Manager Logistics and Customs Compliance will focus on inbound logistics, customs compliance regulations, vendor relations, vendor negotiations, department budgeting, and supply chain projects. Building a strong partnership with our company-owned and operated factories is essential to the role.

#### **What you'll do:**

- Manage the Logistics department, including shipment bookings, tracking, updates and communications
- Manage daily inquiries from freight forwarders, customs brokers, government agencies, carriers, and internal partners on the Production, Factories, and Supply Chain teams
- Own compliance and customs trade regulations; perform internal compliance audits, resolve identified issues and perform corrective actions
- Ensure timely delivery of all POs
- Ensure the department operates within budgets; create annual and monthly forecasts
- Review and reconcile vendor invoices for approval
- Communicate and negotiate (RFP) with vendors to ensure cost effective rates
- Identify and ensure that the company adheres to all governmental regulations and laws for both import and export activities
- Use product descriptions and technical data to determine the correct classification of goods being imported or exported; develop, administer, and retain audit trails to support assignment and update of the classification database system

- Act as a liaison between the business and freight forwarders as well as customs brokers to ensure that assists are properly declared
- Assist in the development of an action plan to address department exceptions to SOPs and policies
- Identify, review, and implement industry best practices; improve and document processes for efficiency in speed, accuracy and costs
- Administer duty drawback
- Support the U.S. Customs Trade Partnership Against Terrorism (CTPAT) program, including annual security assessment, required training, and revalidations as determined by CBP
- Effectively manage direct reports by leading by example and modeling the company's mission, vision, and values
- Support other areas of the Logistics department as needed
- Manage, support, lead supply chain related activities and projects

**You are:**

- Proficient with Microsoft Excel, Word, and Google software applications
- Proficient with vendor freight forwarding systems
- Proficient with creating budgets and forecasts
- Good at communication and interaction with other areas of the company
- Experienced with the use and application of the General Rules of Interpretation (GRI) and Harmonized Tariff Schedule to determine HTS numbers
- Well-organized and accurate
- Available for travel up to 20%

**You have:**

- 5+ years of experience in inbound logistics and customs compliance with a footwear or apparel company
- 2+ years of experience as a manager in a Logistics related field
- 1+ years of experience in HTS classification of Footwear/Apparel
- Customs Broker License a plus
- Ability and skill with multitasking in a fast paced and constantly changing environment
- Proven ability to analyze situations and take effective and accurate actions
- Exceptional analytical skills and attention to detail
- Excellent follow-up and follow-through skills
- Strong written and verbal communication skills

**Our benefits:**

- Generous paid time off
- 401k matching
- Comprehensive health plans for you and your family
- Supplemental mental health benefits
- Healthy snacks delivered to your home

- Monthly wellness reimbursement
- Quarterly product allowance!

Rothy's is committed to the health and safety of our employees and customers. In support of that, we require all employees to be fully vaccinated against COVID-19 before their first day with Rothy's if allowed by applicable state law. If you have a health-related need or religious belief that prevents you from getting the vaccine, let's chat so we can explore reasonable accommodations. Have questions or concerns? Just let your recruiter know. We're happy to walk through them.