



## **Full Job Description**

**Description**At Weyerhaeuser we have a clear vision: Working together to be the world's premier timber, land, and forest products company. For over a century, Weyerhaeuser has been growing trees and making forest products that improve lives in fundamental ways.

Weyerhaeuser employees are committed to acting in a way that is consistent with our goals of being a truly great company and a truly great place to work. We believe the success of any organization depends on the success of its people which means we take people development seriously. Amongst many accolades over the years, we are honored to have been named one of the World's Top Ethical Companies® for 10 years. Our organization invests in company culture and holds regular events to enhance teamwork and give back to communities, both large and small, of which we form part of the fabric. We are proud of what we do and how we do it. We are seeking an organized, business professional with sharp communication and interpersonal skills. The trade compliance manager will be eager to aid Weyerhaeuser's efforts to bolster its trade compliance program. As a people leader and a team player, we will count on your strong integrity, discretion and a proven ability to partner with employees of all levels. Are you ready to join us?

We are a passionate, fast-moving team responsible for leading Weyerhaeuser's supply chain, logistics and trade compliance functions.

The Trade Compliance Manager will oversee Weyerhaeuser's comprehensive trade compliance program. This role reports within our Sales, Marketing and

**Supply Chain team and this role involves constant partnership with employees of all levels of the organization to implement program initiatives, training, and monitor compliance with cross-border transactions.**

**Job responsibilities include:**

- **Develop, update, implement, and maintain trade compliance programs, policies, and procedures to ensure adherence to customs and trade regulations (import and export) globally**
- **Effectively drive Trade Compliance operations across a multi-mill and manufacturing environment in the U.S. and Canada**
- **Serve as primary contact with, and oversee reporting obligations to, CBP, ACE and CBSA**
- **Assess current CVD and ADD impacts on soft-wood lumber imports**
- **Assess harmonized tariff classifications, Lacey Act reporting, free trade zones and preferential trade agreements relating to imported and exported products.**
- **Advise on U.S. and foreign trade laws, regulatory and legislative changes and evaluate their impact on business goals while assessing potential compliance risks and remain current on regulatory and industry activities, such as:**
  - **U.S. customs regulations (Code of Federal Regulations (CFR)) and Canadian customs regulations**
  - **Export Administration Regulations (EAR)**
  - **U.S. anti-boycott regulations**
  - **Sanctions administered by the Office of Foreign Assets Control (OFAC) and the Canadian government**
- **Maintain subject matter expertise on Incoterms, support business divisions periodically with review of sales contracts and supplier agreements, provide feedback to Procurement and Business**

**Development teams to ensure appropriate international commercial verbiage is utilized**

- **Oversee and manage trade compliance or cross-border specialists on solid line basis**
- **Manage 3rd party service providers, such as customs brokers and freight forwarders; communicate and track results through metrics and KPIs**
- **Advise business divisions on global denied persons screening process for suppliers and customers**
- **Create and provide regular education and training on trade compliance topics**
- **Support internal and external audits and assessments of global imports, exports, brokers and forwarders and recordkeeping processes and procedures**

#### **QualificationsExperience/Education**

- **Bachelor's Degree or higher in Supply Chain or related field**
- **Advanced degree (Master's Degree or MBA) preferred**
- **8-10 years of experience in trade compliance or a related field**
- **5 or more years of experience in global logistics preferred**
- **Customs broker license preferred**
- **Proficiency in Microsoft Word, Excel, PowerPoint and Outlook and ERP systems, such as SAP, as well as experience working in ACE or other agency products required for import or export compliance.**
- **Direct people management experience preferred**
- **Proven project management experience and leadership skills in working with cross-functional teams and senior leaders**

#### **Core skills and capabilities**

- Develop and establish appropriate trade compliance program initiatives and objectives as necessary to support the business strategy and objectives
- Strong organizational skills and attention to detail
- High degree of initiative and experience in managing multiple issues and priorities while meeting deadlines
- Excellent verbal and written communication skills
- Strong interpersonal and teaming skills
- Advanced project management skills

## About Weyerhaeuser

We sustainably manage forests and manufacture products that make the world a better place. We're serious about safety, driven to achieve excellence, and proud of what we do. With multiple business lines in locations across North America, we offer a range of exciting career opportunities for smart, talented people who are passionate about making a difference.

We know you have a choice in your career. We want you to choose us.

*Weyerhaeuser is an equal opportunity employer. Inclusion is one of our five core values and we strive to maintain a culture where all our people feel a sense of belonging, opportunity and shared purpose. We are committed to recruiting a diverse workforce and supporting an equitable and inclusive environment that inspires people of all backgrounds to join, stay and thrive with our team.*

**Job Procurement, Logistics, & Transportation**

**Primary Location**USA-WA-Seattle

**Schedule Full-time**

**Job Level Manager**

**Job Type Experienced**

**Shift Day (1st)**