

Position Description

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IPG Photonics

377 Simarano Drive

Marlborough, MA 01752

<https://www.ipgphotonics.com/en>



IPG Photonics has exclusively retained Major, Lindsey & Africa (MLA) to conduct a search for a **Senior Director, Global Trade and Trade Compliance Counsel** who will be located in Marlborough Massachusetts. Interested candidates, please submit your résumé to Ron Ciardiello or Amy Carlin at their email address below. Please do not contact IPG Photonics directly; all résumés sent to IPG Photonics will be re-routed to MLA for handling and may cause an unnecessary delay in the processing of your application.

Senior Director Global Trade and Trade Compliance Counsel

Company: IPG Photonics is the leading developer and manufacturer of high-performance fiber lasers and amplifiers for diverse applications in numerous markets. IPG lasers are cutting-edge technology that are part of innovative products, which have a significant impact on the human condition.

Position Overview: As the Senior Director, Global Trade and Trade Compliance Counsel, you will be part of the legal team and will also lead the trade compliance team with four direct reports and several other indirect reports. You will use your expertise to oversee and direct the ongoing strategic development and implementation of IPG Photonics' export controls, customs, and trade compliance program. You will advise all levels of the organization, both domestically and internationally, to enable business units to navigate the export, customs, and trade compliance landscape efficiently and effectively.

Compensation: Competitive and commensurate with experience consisting of base salary, annual cash bonus, and equity.

Experience: Expertise in U.S. and international trade compliance. Prior experience working at a high-tech company in a senior-level role. J.D. is required.

Location: Marlborough, Massachusetts. Opportunity to work on a hybrid basis.

Relocation: Yes, a relocation package is available.

Company Overview

IPG has an innovative environment for creative individuals who like their work to make an identifiable impact on the performance of the business. IPG Photonics is the world leader of fiber laser technology producing the most powerful, reliable, and efficient lasers used across nearly every application and industry. IPG Photonics designs and manufactures complete laser processing solutions that combine laser sources, beam delivery, motion platforms and software that enable its customers to be more productive and lower their overall costs. IPG lasers

Position Description

CONFIDENTIAL

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IPG has vertically integrated development and manufacturing capabilities that enable them to meet customer requirements, accelerate development, manage costs, and improve component yields, while maintaining high performance and quality standards. IPG operates globally with manufacturing facilities in the U.S., Germany, Russia and Italy, and regional sales offices in China, Japan, Korea, Taiwan, India, Turkey, Brazil, Mexico, Singapore, Spain, Poland, Czech Republic, Canada, and the United Kingdom.

Employees at IPG take pride in knowing they are part of a company that is developing new, cutting-edge technologies that touch many aspects of modern living. IPG actively strives to sustain an environment where each individual employee can reach their full potential while being their authentic self. Under the direction of the Board of Directors and the Senior Leadership Team, IPG has several programs that support these underlying principles, including its commitment to advancing women and promoting a diverse leadership within IPG. Through its Diversity, Equity, and Inclusion Council, IPG is actively engaged in several key initiatives that promote a respectful and supportive workforce where everyone feels valued.

IPG has been a public company since 2006 listed on the NASDAQ Global Select Market under the ticker IPGP.

Position Information

As the Senior Director, Global Trade and Trade Compliance Counsel, you will use your expertise to oversee and direct the ongoing strategic development and implementation of IPG Photonics' export controls program. You will advise all levels of the organization, both domestically and internationally, to enable business units to navigate the trade and export compliance landscape efficiently and effectively. This is an opportunity to build and shape IPG's trade compliance program that include the administration of regulations regarding encryption, deemed exports/re-export, transfers, license requirements, and restricted party screening as well as import-related requirements.

The position reports to the Senior Vice President, General Counsel and Corporate Secretary and will be an integral member of the corporate legal team. As head of the Global Trade and Trade Compliance, you will oversee a team consisting of four direct reports and numerous indirect reports.

Responsibilities:

- Serve as the leader of the Global Trade and Trade Compliance Department.
- Provide expertise in overseeing the ongoing strategic development and implementation of IPG's export controls and import programs.
- Provide advice to all levels of the organization, both domestically and internationally, to enable business units to navigate the trade, export and import compliance landscape efficiently and effectively.
- Serve as the enterprise point of contact for global trade compliance personnel on interpretation of applicable regulations and license requirements including under the International Traffic in Arms Regulations (ITAR), Export Administration Regulations (EAR), regulations of the Office of Foreign Assets Control, and the U.S. anti-boycott regulations.
- Develop and maintain effective communication channels and interface with U.S. regulatory agencies involved in global trade compliance.

Position Description

CONFIDENTIAL

- Continue to build out and enhance IPG's internal trade compliance controls program and policies - including policy review/enhancement, training to relevant business units (e.g., including Legal, Engineering, Sales, Operations and HR) on trade compliance and export control issues to increase understanding of IPG's compliance obligations, and risk-based analysis to assess export and sanctions risk.
- Work closely with relevant business units to determine classifications for IPG's array of products as well as prepare government classification and licensing requests as necessary.
- Work with the Corporate Development team to provide strategic advice on trade compliance matters throughout the process of acquiring and integrating target companies.
- Provide mentorship to the Corporate Finance Team on anti-money laundering and other global payments issues.
- Provide federal contractor guidance on Federal Acquisition Regulations (FAR) and the Defense Federal Acquisition Regulation Supplement (DFARS) relating to trade compliance, export, and import.
- Maintain knowledge of U.S. and worldwide global trade regulatory requirements. Keep abreast of regulatory and industry trends, developments, and best practices, as well as ensuring communication of the same to IPG's Business Units.
- Oversee creation, implementation and updating of global trade compliance policies and procedures.
- Develop education, training, and awareness programs for various global trade compliance topics.
- Provide or participate in global trade compliance training at IPG's Business Units and Corporate Office locations.

Qualifications, Skills, and Interpersonal Competencies

- J.D. is required. An engineering degree or other advanced degree (or international equivalent) from an accredited institution is desirable.
- A demonstrated intellectual horsepower capability and record of academic achievement.
- Experience at a top law firm is desired.
- Proven success in this or similar roles.
- Global experience: experience involving Russia, Poland, and Italy is highly desirable.
- Significant experience with U.S. and international trade compliance in the technology sector.
- Prior experience working at a high-tech company in a senior-level role.
- Prior experience developing and leading a team is preferred.
- Thorough understanding of the U.S. Departments of State, Defense, Treasury, Commerce and Homeland Security and the Bureau of Alcohol, Tobacco & Firearms organizations, regulations, practices, and procedures as they relate to export and import operations.
- Current contacts and experience dealing with U.S. Government agencies involved in global trade compliance.
- Comprehensive understanding of the U.S. Security Assistance process, foreign military sales and related export controls /compliance requirements, and international national security policies and treaty arrangements.
- Ability to work independently to originate, execute, and complete trade compliance initiatives - including the ability to draft documents, policies, and communications in a detailed manner, while still being concise and digestible for colleagues.
- Ability to interact effectively with, and build consensus among, senior executives, business unit leaders, and our international colleagues.

■ Position Description

CONFIDENTIAL

- Ability to understand complex issues and the ability to effectively explain complex legal issues to non-lawyers.
- High level of comfort working with technology.
- A business focus with creative problem-solving skills.
- A professional presence and demeanor with the ability to remain calm under pressure.
- Personable, collaborative, a good team member, and a sense of humor.
- Ability to travel domestically, sometimes internationally.
- Must have U.S. Citizenship or U.S. Permanent Residency.

Process

Please submit a résumé addressed to:

Ronald Ciardiello
Managing Director
In-House Counsel Recruiting
rciardiello@mlaglobal.com

Amy Carlin
Director
In-House Counsel Recruiting
acarlin@mlaglobal.com

IPG Photonics is committed to hiring and retaining a diverse workforce. They are an Equal Opportunity Employer, making decisions without discrimination on the basis of race, color, religion, sex, national origin, age, veteran status, disability, sexual orientation, genetic information, or any other protected class, in accordance with applicable law. Diverse candidates are strongly encouraged to apply.

No calls please. You may be required to complete additional documents to be considered for this position.