



Sr. Manager, Global Trade Compliance

Company Overview:

Hayward Holdings Inc. (NYSE "HAYW") is the largest manufacturer of residential swimming pool equipment in the world, with a significant presence in the commercial pool market that is continuously growing. Hayward designs, manufactures, and markets a full line of residential and commercial pool and spa equipment including pumps, filters, heating, cleaners, salt chlorinators, automation, lighting, safety, flow control and energy solutions at our company owned facilities. Headquartered in Charlotte, North Carolina, Hayward also has facilities in Tennessee, Arizona, and Rhode Island as well as Canada, Spain, France, Australia, and China. **This position is based in Clemmons, NC.**

Key Responsibilities:

- **Global Compliance Leadership:** Lead the development, implementation, and continuous improvement of documented procedures to ensure compliance with Customs regulations and Hayward's global trade policies.
- **Cross-Functional Collaboration:** Partner with diverse teams across Sourcing, Legal, Finance, and Transportation to integrate compliance practices into everyday operations.
- **Risk Management:** Proactively assess risks, identify inconsistencies, and implement corrective actions to maintain high standards of compliance.
- **Subject Matter Expertise:** Act as a trusted advisor on Customs Regulations and EAR, offering actionable guidance tailored to specific business needs.
- **Innovative Solutions:** Leverage ACE data reporting for compliance testing and projects, and drive process changes to ensure full business compliance.
- **Global Trade Leadership:** Manage and enhance key programs like duty drawbacks, C-TPAT, and Free Trade Agreements, fostering strong partnerships with third-party brokers and government agencies.

Requirements:

- **Educational Background:** Bachelor's degree in International Relations, or a related field. A Customs Broker's license is required.
- **Industry Knowledge:** Strong expertise in HTSUS, CFRs, and other relevant regulations. Understanding of the full import process, from origin to post-entry.
- **Leadership Experience:** 10+ years of experience in customs brokerage or regulatory compliance, with at least 5 years in a leadership role managing people, projects, and programs.
- **Inclusive Leadership:** Proven ability to lead and motivate a diverse team, fostering an inclusive environment where everyone's ideas and perspectives are valued.
- **Innovative Thinking:** Ability to create and implement new strategies that enhance the trade compliance program, coupled with strong analytical and problem-solving skills.
- **Technical Proficiency:** Proficiency in Microsoft Office and an aptitude for leveraging technology to support compliance initiatives.