

Job Posting: https://xylem.wd5.myworkdayjobs.com/xylem-careers/job/Washington-DC-District-of-Columbia/Senior-Director--Global-Trade-Compliance_R38025

Join Xylem in the global mission to #LetsSolveWater! As a leading water technology company with 23,000 employees operating in over 150 countries, Xylem is at the forefront of addressing the world's most critical water challenges. We invite passionate individuals to join our team, dedicated to exceeding customer expectations through innovative and sustainable solutions.

Job Summary:

This role is accountable for safeguarding the regulatory well-being of the organization. It involves formulating and executing a trade compliance strategy and policy that offers clear guidance to the enterprise. The goal is to ensure adherence to Xylem's Code of Conduct, internal policies, procedures and all relevant global import/export and sanctions regulations.

Essential Duties/Principal Responsibilities:

- Develop and implement global trade compliance policies and procedures to ensure adherence to all relevant laws and regulations.
- Stay up-to-date with changes in international trade laws and regulations and provide guidance to the company on any necessary adjustments.
- Serve as the primary point of contact for all trade compliance matters, both internally and externally.
- Partner with various departments, such as legal, supply chain, and finance, to ensure proper compliance in all areas of the business.
- Conduct regular audits and risk assessments to identify potential compliance risks and provide recommendations for mitigation.
- Develop and conduct training programs for employees to ensure understanding and compliance with trade laws and regulations.
- Establish and maintain relationships with government agencies and trade organizations to stay informed of any changes or updates in trade compliance requirements.
- Cultivate a high-performing team by providing strategic direction, coaching, and mentorship to trade compliance professionals.
- Identify talent gaps, recruit skilled individuals, and retain top performers. Fostering a positive work environment that encourages growth and collaboration.
- Advise and assist with the import and export processes, including classification, licensing, and documentation.
- Investigate and report any potential violations or discrepancies and implement corrective actions as needed.
- Develop and direct the implementation of standardized corporate trade compliance policies

Key Experiences:

- 15+ years applicable government or business experience required, including ten years' experience in trade compliance experience. Expert-level knowledge of principles, theories, concepts, and industry practices applicable to export/import and sanctions compliance programs.
- 10+ years of experience leading a high performing team.
- Knowledge and experience of 1) US, EU and other global Customs regulations, 2) the US Export Administrations Regulations, EU dual use regulations and other global export regulations 3) International Traffic in Arms Regulations, and 4) U.S. Government Procurement laws and procedures CAS, and FAR Regulations, other global trade regulations as applicable
- U.S. Customs Broker License highly desirable.
- Ability to gain access to appropriate government officials.

Qualifications: Education

- Bachelor degree from an accredited university is required, master's degree preferred.
- Background in Engineering, Supply Chain or Finance.

Qualifications: Competencies

- Influence: Negotiation and motivation skills.
- Effective Communication: Excellent written and verbal communication skills.
- Conflict Management: Skills to bring differences to closure while maintaining credibility and composure.
- Integrity: High ethical standards and a strong moral compass.
- Collaboration and Teamwork: Encourages team contributions and team members to support each other.
- Process improvement: Understands the positive impact of continuous improvement and process improvement and a strong commitment to using these business tools as appropriate, to enhance organizational excellence is critical to success in this role.
- Comfortable working with various functions, across business, regions and time-zones.

Additional Information:

- Travel requirement: 40%-50%

Salary range:

\$150,000.00 - \$300,000.00

Join the global Xylem team to be a part of innovative technology solutions transforming water usage, conservation, and re-use. Our products impact public utilities, industrial sectors, residential areas, and commercial buildings, with a commitment to providing smart metering,

network technologies, and advanced analytics for water, electric, and gas utilities. Partner with us in creating a world where water challenges are met with ingenuity and dedication; where we recognize the power of diversity, equity and inclusion in driving innovation and allowing us to compete more effectively around the world.

At Xylem, you'll not only contribute to solving water issues but also have the chance to make a difference through our paid Volunteer Program, Xylem Watermark. We embrace diversity and prioritize our employees' well-being through our DE&I initiatives and Employee Resource Groups (ERG). Proud to be an Equal Employment Opportunity (including disability and veterans) and Affirmative Action workplace, Xylem fosters an inclusive environment free from discrimination or harassment.

Please note that the information in this job description outlines the general nature of the position and is not an exhaustive list of duties. Xylem is dedicated to providing reasonable accommodations to enable all employees to perform their essential job functions. We reserve the right to modify this job description and assign additional duties as needed. Embrace the opportunity to be part of Xylem's transformative journey in shaping the future of water technology! #XylemCareers #GlobalImpact #WaterInnovation